

REPORT
HOUSE INTERIM COMMITTEE
ON
SALARIES AND BENEFITS OF STATE EMPLOYEES

Rep. Chris Graham, Chairman

Rep. Neil Molloy

Rep. Bill Clay

Rep. Joe Driskill

Rep. Jack Goldman

Honorable Bob F. Griffin
Speaker of the House
Room 308, Capitol Building
Jefferson City, MO 65101

Dear Mr. Speaker:

Pursuant to your charge, the House Interim Committee on the Salaries and Benefits of State Employees met on September 13 and November 16, 17, and 28, 1988. Attendance records of the meetings are attached.

The Committee heard testimony from every executive department of state government with the exception of the Department of Conservation, which submitted a written statement. Also testifying were the Division of Personnel of the Office of Administration; the offices of the Secretary of State; the Attorney General, the State Auditor, and the State Treasurer; the University of Missouri; Northwest Missouri State University; Lincoln University; judicial employees; the State Courts Administrator's Office; two unions which represent state employees (AFSCME and CWA); and several individual state employees. Representatives of the Chiropractors' Association and a dental insurance plan testified regarding health coverage in their fields. The Director of the Missouri State Employees Retirement System (MOSERS) discussed health care coverage problems with the Committee.

We note that the Departments of Conservation and Highways & Transportation are conducting salary studies which are due to be completed during the next few months and which will be provided to the General Assembly.

The Committee would like to express its gratitude to H. Lee Capps, Director of the Division of Personnel, and Steve Yoakum, Director of MOSERS, for the extensive service they have provided in supplying information at the request of the Committee, and to Steve Price, Bob Wedow and Shirley Old, who staffed the Committee.

OVERVIEW

The most striking element of the testimony of the executive departments is that it was virtually identical. Every department identified the same problems: low wages; compression of employees with disparate lengths of service into the same salary steps because of the lack of merit increase funds and the adoption of across the board increases; cost of living increases that do not match the cost of living; the low morale and high turnover rate that result.

The universal opinion was that the recommendations of the Personnel Advisory Board be adopted. The Governor's Advisory Council on Productivity has stated, "(The Council) has endorsed the comprehensive approach taken by the Personnel Advisory Board and urges public policymakers to carefully consider the recommendations made in the 'Annual Compensation Report for Fiscal Year 1990' . . . (they) must view state employee compensation as a top funding priority."

Salary problems can be summarized briefly:

1. COLA's have not been adequately funded; probably only twice in the past 10 years has the average COLA been as much as the increase in the CPI.
2. Flat-Dollar COLA's penalize higher-paid professional, technical, and administrative employees, and these are the very people that are hardest to recruit and retain.
3. Only about 5 times in the last 15 years have in-range increases been funded, and the highest funding level was only as high as 1-1/2% once. That level would only allow about 35-40% of those eligible to get a "merit" increase. The only method for awarding in-range increases, then, has been through recruiting new employees at lower salaries than departing employees.
4. The combination of these practices has had several effects. Generally-low salaries generate the need for repeated repositioning packages. Flat-Dollar COLA's mean that not only do the repositioning packages have to include nearly all upper-level positions, but if any in-range salary adjustment funds are available, they will probably be granted to higher paid employees.

5. Non-merit agencies and employees, particularly those with no merit equivalent are not included in repositioning packages and have fallen further behind market rates.
6. Part of the salary compression problem is caused by the fact that the second half of the S.B. 528 increases for division and deputy department directors have never been funded as promised.
7. Other financial problems which occur are caused by the need to pay off accumulated annual leave to departing employees, and the need to double-slot some employees to train replacements.
8. Turnover in Merit System Agencies alone has averaged 14-1/2% in recent years. While it is often difficult to analyze "reasons for leaving", salary is consistently among the highest influences in employees' decisions to terminate. The availability of other employment opportunities, with enhancements not offered by the State, affect turnover more than any other single factor. By any number of statistical analyses, State employment on all counts is not as attractive as private sector employment. There is no "longevity incentive" for State employees, and studies show that long service employees often make little more than new employees.

FINDINGS AND RECOMMENDATIONS

It is the Committee's recommendation to the General Assembly and to the Governor that State employees' salaries be given priority for the Fiscal Year 1990 Appropriations, behind only the Constitutional mandates of public debt and education. Accordingly, the Committee recommends as follows:

- I. To overcome compensation problems endemic to Missouri state government, executive and legislative budgetary authorities need to have a long term view of state employee compensation as a top priority.

The state workforce of approximately 72,000 employees provides essential services to Missouri citizens. The key to the continued success of these services is the attraction, retention, and motivation of quality employees. Testimony before the Interim Committee indicates that state compensation policies have not been producing a positive atmosphere for these key efforts:

- Compared to other states, Missouri ranks extremely low in terms of average salaries paid to state employees. Missouri has the 47th lowest paid state employees among the 50 states, according to the U.S. Department of Commerce.
- The salaries of Missouri employees have not kept pace with the cost of living or with the increases in purchasing power received by private sector employees in the state. In just the last two years, the Consumer Price Index (CPI) has increased 8.2% and the Growth in Personal Income (GPI) Index for Missouri has increased 12.2%. State employees, on the average, have experienced salary increases of only 5% in this period. Over longer periods the difference is even worse.
- Employee compensation has received a relatively low priority for state funding. Between 1981 and 1986, state revenues have grown 56.9%. In that period employee salaries increased by 31.7%.
- The pay plans of the state contain internal inequities among the various occupations and job levels and the state's compensation levels are in many cases uncompetitive with other employers.

These compensation problems have not developed suddenly and cannot be solved in a single year or by a single solution. What is needed is a continuing commitment to adopt consistent and timely compensation policies to maintain and improve the viability of the public services dependent on state employees.

- II. The most critical compensation need is for the establishment of a policy of annual salary increases which will allow loyal service and successful performance to be recognized through a gradual advancement within the salary ranges established for the various positions.

Funding for any type of "within grade" salary increase has only been provided in one of the last eight fiscal years. Lack of advancement through the salary ranges has created a situation where employees with many years of service are being compensated at the same rate as new employees just completing their initial probationary periods. In the merit system, over 53% of employees are on the first two steps of the seven step pay ranges. This figure has increased drastically from 37.9% in Fiscal Year 1984.

The demoralizing effect of this situation on experienced workers has been identified as the most crucial compensation issue by agency management, employees, and employee organizations. The Personnel Advisory Board has made "annual increases" its first priority for merit system employees in Fiscal Year 1990.

Low morale, dissension, and lowered productivity result when employees perceive this lack of equity in compensation policy. Experience, training, and proficiency on the job need to be acknowledged through commensurate increases in pay.

III. General adjustments (sometimes referred to as "COLA") to the overall compensation structure, applied as percentage increases, need to be made to protect employee purchasing power and avoid further erosion of the state's relative position in the marketplace.

General structure adjustments (or COLA's) granted to state employees over the last 16 years have not, in fact, kept pace with the "cost of living", or with salary increases granted to comparable workers by other employers. Between July 1972 and July 1988 the "Consumer Price Index" had a cumulative increase of 182.8% and the "Growth in Personal Income Index" for Missouri increased over 258%. State employee pay increases in the same period have ranged from 164.4% (for the lowest paid employees) to 85.4% (for the highest paid employees). Clearly these employees have fallen behind the national average in purchasing power and the competitiveness of their compensation has declined in comparison to other employees in Missouri.

Percentage adjustments to the basic compensation structure support the integrity of the structure by recognizing differences in pay based on differing levels of experience, competence, and responsibility. "Flat dollar amount" increases, a component in six of the last thirteen general increases, tend to "compress" or "flatten" the compensation plan and result in higher percentage increases for many jobs in which there are the least recruitment and retention problems. Compression of the pay structure penalizes technical, professional, supervisory, and administrative employees who are instrumental in achieving agency objectives.

For Fiscal Year 1990, the Personnel Advisory Board has recommended a general structure adjustment (COLA) of 4.4%. This figure is a calculated recommendation based on six indicators of economic growth and projected salary increases.

IV. Specific pay plan adjustments and revisions (i.e. range reassignments or "repositioning") need to be made to establish and maintain greater compensation comparability with the marketplace and to correct internal inequities in the state's pay plans.

The State of Missouri, as an employer, competes in the general employment marketplace to recruit, employ, and retain employees. The extensive salary surveys conducted by the Division of Personnel, and included in the Personnel Advisory Board's "Annual Compensation Report for Fiscal Year 1990", indicate that state employees are paid significantly less than other public and private employees for similar jobs. Salary survey data compiled in the Spring of 1988 reveals an overall average pay structure gap of -15.5%. For some occupations the gap is even greater; as much as -40% in some cases.

Certain occupations (e.g. Registered Nurses) are experiencing continuing recruitment and retention problems. Others are compensated inordinately less than counterparts in other agencies or even within the same department (e.g. Water Patrol Officers). Many job classifications have been adversely affected by the compression created by ceilings on executive level pay and by the accelerated increases realized in classes below the average salary level.

The appropriation of funds to provide specific increases to employees in jobs identified as being impacted by these competition and equity issues is an appropriate means to address these problems. The Personnel Advisory Board has recommended "range reassignments" for this purpose for over 20,000 merit system employees.

V. The State of Missouri needs to provide pay increases to exceptional performers to provide monetary incentives for improved productivity, efficiency, and competence.

In recent years, the State has had a great deal of activity in the areas of quality circles, employee

recognition, suggestion award systems, and similar efforts directed toward developing a more productive and efficient workforce. These efforts have achieved much with non-monetary motivators, but it should be recognized that pay is a primary motivator in itself. While "annual increases" reward employees with successful performance, incentive pay would reward those whose performance and dedication have been of the highest caliber.

While other forms of incentive pay are possible, the Personnel Advisory Board has recommended a system of one-time, temporary salary increases. Such increases are relatively inexpensive and do not become a part of the employee's base salary, avoiding a cumulative cost effect. In addition, recognition of exceptional achievement can be made timely to the performance itself, enhancing the pay for performance concept.

Adoption of this recommendation should be contingent on a favorable ruling regarding the constitutionality of its implementation.

VI. For Fiscal Year 1990, it is recommended that executive and legislative budgetary authorities adopt the "Pay Plan Recommendations" of the Personnel Advisory Board for merit system employees.

The pay plan recommendations contained in Part 1 of the Personnel Advisory Board's "Annual Compensation Report for Fiscal Year 1990" represent a comprehensive and studied approach to the state's existing compensation problems. The major issues of compensation identified by the Interim Committee have been addressed by the Board's report, insofar as they impact merit system employees.

The Board has identified ten recommendations, prioritized as follows:

- (1) Annual, "within-grade" increases for successful employees;
- (2) A general structure adjustment of 2.2%;

- (3) A list of 1st priority range reassignments (partial implementation);
- (4) 1st priority range reassignments (full implementation);
- * (5) Incentive pay increases for exceptional performers;
- (6) Another general structure adjustment of 2.2%;
- (7) A list of 2nd priority range reassignments (partial implementation);
- (8) 2nd priority range reassignments (full implementation);
- (9) A list of 3rd priority range reassignments (partial implementation);
- (10) 3rd priority range reassignments (full implementation).

Details of these recommendations and their estimated costs are included in the Board's report.

- * We recommend priority #5 be placed last due to questions raised regarding its constitutionality.

VII. For Fiscal Year 1990, it is recommended that "non-merit" agencies receive pay plan funding of the same percentage ratio, and for the same purposes, as recommended by the Personnel Advisory Board for "merit" agencies.

The Personnel Advisory Board's "Annual Compensation Report for Fiscal Year 1990" does not contain survey data or specific recommendations for agencies not covered by the "Merit System Classification and Pay Plan". These agencies are not under the Board's jurisdiction and each has its own separate pay plan. However, when calculating costs the Board made the assumption that "non-merit" agencies were experiencing the same compensation problems as "merit" agencies and included cost estimates in the report for all state agencies.

Testimony before the Interim Committee indicates that the assumption of similar problems is substantially correct. All state agencies appear to be facing the same kind of difficulty in attracting, retaining, and motivating quality employees.

For this reason, the Interim Committee recommends that "non-merit" agencies be funded, on a percentage basis, to adopt the same pay proposals that are funded for "merit" agencies. While imperfect in addressing specific compensation needs, this would provide the most equitable method currently available for beginning to solve compensation problems in these agencies.

The percentages to be applied for the Personnel Advisory Board's pay plan recommendations are as follows:

	<u>Percent of Salaries</u>	<u>Percent of Salaries & Fringes</u>
(1) Annual Increases	1.66%	1.60%
(2) General Structure Adjustment	2.20%	2.12%
(3) 1st Priority Range Reassignments (partial)	1.07%	1.03%
(4) 1st Priority Range Reassignments (full)	1.74%	1.68%
* (5) Incentive Pay Increases	.50%	.48%
(6) General Structure Adjustment	2.20%	2.12%
(7) 2nd Priority Range Reassignments (partial)	.20%	.19%
(8) 2nd Priority Range Reassignments (full)	.45%	.44%
(9) 3rd Priority Range Reassignments (partial)	.34%	.33%
(10) 3rd Priority Range Reassignments (full)	.23%	.22%

* We recommend that Priority #5 be placed last due to questions raised about the constitutionality of the proposal.

VIII. As nearly as is possible under constitutional provisions, and as is practicable for effective administration, the State of Missouri needs to establish a uniform classification and pay plan to assure appropriate equity of compensation among the employees of the various state agencies. Such a classification and pay plan should not be tied to "comparable worth" or similar schemes.

The work of the Interim Committee has clearly illustrated the difficulties involved in implementing comprehensive state compensation policy across the many individual agency pay plans. Wage research and pay plan preparation is now fragmented and inconsistent. The concept of "equal pay for equal work", which is essential for employee morale and sound personnel management, cannot be assured because "non-merit" agencies each have individual pay plans.

The management of state personal service expenditures through the budget and appropriation process would best be served by a uniform system which would allow direct comparisons of job duties and compensation levels between agencies. Responsible compensation policy would be greatly enhanced by a uniform classification and pay system.

It is proposed that the "State Personnel Law" (Chapter 36 RSMo) be amended to add as many state employees as possible to the jurisdiction of the Personnel Advisory Board for job classification and pay purposes. These employees would not be added to the "merit system" for selection, promotion, or other purposes but only for the comparison of duties and establishment of consistent compensation. This would expand the pay system which already covers a majority of state employees (excluding the colleges and universities) into a uniform tool for compensation policy and the management of personal service expenditures.

It is further proposed that the uniform system of classification and pay be "phased in" over a period of several years. In this way, annual reviews of compensation could give priority to those job categories and agencies where inequities of pay are found to exist when all affected jobs are studied.

Elected officials and the judiciary branch could voluntarily participate in periodic review of job

classifications so that their employees could be included in salary surveys and compensation policy initiatives.

This proposal for uniform classification and pay would require significant funding for initial classification studies and continued annual funding to the Division of Personnel for the maintenance of an enlarged system. These costs would be offset in the long run by improved employee morale and productivity and by efficiencies in the management of personal service resources.

- IX. Flexibility in executive pay policy, together with appropriate funding, needs to be provided to allow division directors and deputy department directors to be compensated in accordance with the plan established under the recommendations of the "Missouri Advisory Commission on State Government Recruitment, Retention, and Compensation" in 1983.

The "Missouri Advisory Commission on State Government Recruitment, Retention, and Compensation" was established to recommend compensation methodology and levels for appointed officials, top administrators, middle management, and professional state positions. In its report of March 4, 1983, the Commission issued a series of recommendations for executive pay. Many of these recommendations have been implemented including the establishment of a pay structure for department directors. However, the Commission's recommendations for deputy department directors and division directors have been only partially implemented, leaving an inappropriate "gap" in executive compensation and creating pay "compression" for the managerial and professional employees at succeeding levels in the pay structure.

The Executive branch has a series of pay ranges in place, which if fully utilized, would implement the 1983 recommendations. It is this recommendation that departments be given the flexibility to relieve the compression which has built up over the last four years by allowing deputy department director and division director salaries to be released from the current "cap", yet not to exceed established range maximums.

- X. In the face of spiraling costs for medical care, the executive and legislative budgetary authorities need to take steps to assure that the benefits of medical care insurance can continue to be available to state employees and their dependents at affordable rates.

The Interim Committee did not attempt, in its limited time frame, to make a thorough study of the state's several medical care plans, yet from the testimony before the Committee it is clear that medical care coverage is the employee benefit most in need of attention. The following findings illustrate the kinds of issues which need to be addressed by plan governing bodies, budgetary officials, and appropriate legislative committees:

- On a national basis, health care costs have been growing in catastrophic proportions. These costs are consuming an ever greater portion of the nation's economy. Today more than 11% of the nation's gross national product is directly attributable to health care expenditures. State employees and state health care plans are in no way immune from these trends.
- The state's largest medical care plan, operated by the Missouri State Employees' Retirement System (MOSERS) paid out over \$6,000,000 more for claims in Fiscal Year 1988 than it received in employer contributions and employee premiums.
- The MOSERS system has adopted substantial benefit reductions and dependent care premium increases for January 1, 1989. The benefit reductions were required to keep employee benefit costs within the amount of employer contribution made by the state and to keep increases for dependent coverage (paid fully by the employee) as low as possible. These actions shift more of health care costs to the state's employees, who are in a relatively poor position to bear them.
- Even before the 1989 rate and benefit changes, only about 19% of eligible dependents were covered under the MOSERS plan. Many employees are apparently unable to afford dependent coverage. Many others are seeking coverage from other sources where, if dependents are healthy, they can obtain lesser rates. The result is a smaller, less healthy group in the MOSERS system, leading to spiraling dependent care costs.

- From an employer perspective, medical care insurance is intended to be a benefit which attracts and retains employees in the state's workforce. Recent trends have reversed this purpose and many employees are so unhappy with the coverage they are offered that it may be inappropriate even to refer to medical coverage as a "benefit" at all.

The following actions need to be seriously considered to address health care coverage problems:

- In Fiscal Year 1989, the MOSERS plan needs a supplemental appropriation of approximately \$5 million to keep its resources adequate to pay claims. Additional new funding will be required for Fiscal Year 1990.
- The state's direct contributions for employee coverage need to be provided in such a way that they are subject to the normal budget and appropriations process. At present these contributions are made through special and specific legislation.
- Following the practice of many public and private employers, the state should consider employer contributions for a part of dependent coverage. Such contributions would attract more healthy dependents to the MOSERS system and other plans and would increase the perception of medical coverage as a true employee benefit.
- At present, state employees are covered for medical insurance by five or more separate plans sponsored by various agencies or institutions. The state needs to consider the possibility of legislation combining these plans to obtain more consistent benefit policy, to expand the "insurance group" for improved rating experience, and to use the enlarged size of the state "group" to obtain provider discounts and other benefits of scale. Voluntary participation by other political subdivisions should be provided.

XI. Miscellaneous Recommendations

Higher Education

It is clear the level of funding for higher education in Missouri is falling behind that of neighboring and competing states, and that disparities exist among Missouri's institutions.

While the Committee recommends that further study be given to this problem, an increase in the salary core is in order at the Columbia, Kansas City and St. Louis campuses of the University of Missouri, Northwest Missouri State, and Lincoln Universities.

To bring core faculty salaries to parity with the coordinating board's salary schedule, dated September 29, 1988, Northwest requests \$439,358.00 and Lincoln, \$731,169.00. We believe that approximately 21% of these figures could be reallocated from University funds for faculty salaries. Accordingly, we recommend an increase to core faculty salaries of \$347,000.00 at Northwest and \$581,000 at Lincoln.

The request of the University of Missouri requires further scrutiny as the salary comparisons offered by that university were made with institutions different from those used by the Coordinating Board for Higher Education (CBHE) and other higher educational institutions in Missouri, as well as the size of the request. We suggest the University review its figures with the staff of the CBHE in making budget proposals to the House Budget and Senate Appropriations Committees.

The Committee requests the Governor to immediately release the currently withheld 3% of Higher Education Funds to be designated for faculty salaries.

Judiciary

Increased salary levels should be considered for all non-judge employees of the Judicial System, including clerks, deputy clerks and juvenile officers. Consideration should be given to the desirability of removing non-judge employees from statutory salary mandates and providing for payment of those employees through the appropriation process.

Professional Level Staff

An effort should be made to equalize salaries for professional employees in both executive departments and in the offices of elected officials. Further consideration should be given to incentives to retain these employees.

Special consideration should be given to the appropriation of additional funds for the Public Defender's System.

Other professional classifications that experience high turnover, and inability to recruit are areas of accounting, economics, economic development, engineering, data processing and finance. For example, there is high turnover in the Public Service Commission, an agency with 80% of its employees in professional classifications. In the past three and one half years, the Utility Division alone lost 22 Auditors, 5 Financial Analysts, 4 engineers and 3 research economists. The State Auditor experiences turnover among accountants. The Attorney General continually has high turnover of attorneys. The national development and research and support program within the Department of Economic Development are experiencing the "revolving door" syndrome among its employees. We could continue listing pages of problems in all departments. A systematic salary schedule should be implemented for professional/technical employees.

XII. Salary and Benefits Commission

The Committee recommends that a permanent joint Legislative, Judicial and Executive Commission be established with the direction to study salaries and benefits of State employees on an annual basis. The Commission should consist of three members of the House of Representatives appointed by the Speaker, to include the Chairman of the House Budget Committee; three members of the Senate appointed by the President-pro Tempore, to include the Chairman of the Senate Appropriations Committee; five members appointed by the Governor, including the Commissioner of Administration and the Director of the Division of Personnel; and a member of the Judiciary to be appointed by the Chief Justice. Retirement programs would be omitted from the Commission's charge as those functions are already assigned to the Joint Committee on Public Employee Retirement.

CONCLUSION

No one expects that Missouri State employees' salaries should be at the forefront of compensation, but neither should they rank 47th among the states. This Committee recognizes and appreciates the services that our State employees provide to the citizens of Missouri. As the Governor's Advisory Council on Productivity stated, "Every working day, employees in Missouri State government decide to accept or reject job offers, stay with or leave organizations, expend more or

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less energy on the job, and, in part, their decisions are based on perceptions regarding the fairness of their compensation. A comprehensive approach to pay policies in Missouri State government is the best means of attracting, retaining, and rewarding competent personnel."

Mr. Speaker, your Interim Committee on Salaries and Benefits of State Employees submits this report as a beginning to a comprehensive approach to pay policies in Missouri State government.

Respectfully submitted,

House Interim Committee on Salaries and
Benefits of State Employees -

Representative Christopher Graham, Chairman
Representative Neil Molloy
Representative Joseph Driskill
Representative William Clay, Jr.
Representative John Goldman

OVERALL COST SUMMARY

SALARIES AND FRINGE BENEFITS - ALL AGENCIES

<u>Pay Plan Priority Recommendation</u>	<u>General Revenue (Salaries & Fringes)</u>	<u>Other Funds (Salaries & Fringes)</u>	<u>Total Cost</u>	<u>% of Total Personal Service Appropriation With Fringes</u>	<u>Cumulative Total Cost</u>
1. Annual Increases*	11,310,750	7,750,302	19,061,052	1.60%	
2. General Structure Adjustment	14,952,310	10,345,609	25,297,919	2.12%	44,358,971
3. 1st Priority Range Reassignments, Minimum Step Implementation*	7,611,804	4,717,939	12,329,743	1.03%	56,688,714
4. 1st Priority Range Reassignments, Comparable Step Implementation*	11,438,235	8,573,521	20,011,756	1.68%	76,700,470
5. Incentive Pay	3,398,250	2,351,276	5,749,526	.48%	82,449,996
6. General Structure Adjustment	14,952,310	10,345,609	25,297,919	2.12%	107,747,915
7. 2nd Priority Range Reassignments, Minimum Step Implementation*	1,436,715	884,952	2,321,667	.19%	110,069,582
8. 2nd Priority Range Reassignments, Comparable Step Implementation*	3,133,266	2,056,203	5,189,469	.44%	115,259,051
9. 3rd Priority Range Reassignments, Minimum Step Implementation*	2,468,209	1,467,645	3,935,854	.33%	119,194,905
10. 3rd Priority Range Reassignments, Comparable Step Implementation*	1,553,015	1,073,089	2,626,104	.22%	121,821,009
Total Projected Costs	72,254,864	49,566,145	121,821,009		

* For purposes of this report, non-merit agency costs have been estimated as same percentage of personal service appropriation as merit system agencies. Since the State of Missouri does not have a uniform classification and pay plan to cover all employees, no other estimate is available.

Estimates are based on distribution of employees in the Personnel Accounting and Reporting System as of July 1988 and cost information furnished by the Division of Budget and Planning from Fiscal Year 1989 Appropriations.

Charts providing detail of cost estimates begin on page 17.

MERIT AGENCY COST SUMMARY #1

GENERAL REVENUE FOR MERIT SYSTEM AGENCIES

<u>Pay Plan Priority Recommendation</u>	<u>General Revenue Salaries</u>	<u>General Revenue Fringe Benefits</u>	<u>Total General Revenue</u>	<u>Cumulative General Revenue</u>
1. Annual Increases	6,783,069	1,309,132	8,092,201	
2. General Structure Adjustment	8,958,291	1,728,950	10,687,241	18,779,442
3. 1st Priority Range Reassignments, Minimum Step Implementation	4,641,406	895,791	5,537,197	24,316,639
4. 1st Priority Range Reassignments, Comparable Step Implementation	6,759,912	1,304,663	8,064,575	32,381,214
5. Incentive Pay	2,035,974	392,943	2,428,917	34,810,131
6. General Structure Adjustment	8,958,291	1,728,950	10,687,241	45,497,372
7. 2nd Priority Range Reassignments, Minimum Step Implementation	879,245	169,694	1,048,939	46,546,311
8. 2nd Priority Range Reassignments, Comparable Step Implementation	1,895,028	365,740	2,260,768	48,807,079
9. 3rd Priority Range Reassignments, Minimum Step Implementation	1,516,335	292,653	1,808,988	50,616,067
10. 3rd Priority Range Reassignments, Comparable Step Implementation	927,973	179,099	1,107,072	51,723,139
Total Projected Costs	43,355,524	8,367,615	51,723,139	

Estimates are based on distribution of employees in the Personnel Accounting and Reporting System as of July 1988 and cost information furnished by the Division of Budget & Planning from Fiscal Year 1989 Appropriations.

MERIT AGENCY COST SUMMARY #2

NON-GENERAL REVENUE FOR MERIT SYSTEM AGENCIES

<u>Pay Plan Priority Recommendation</u>	<u>Other Funds Salaries</u>	<u>Other Funds Fringe Benefits</u>	<u>Total Other Funds</u>	<u>Cumulative Other Funds</u>
1. Annual Increases	2,972,337	573,661	3,545,998	
2. General Structure Adjustment	4,000,974	772,188	4,773,162	8,319,160
3. 1st Priority Range Reassignments, Minimum Step Implementation	1,683,098	324,838	2,007,936	10,327,096
4. 1st Priority Range Reassignments, Comparable Step Implementation	3,492,540	674,060	4,166,600	14,493,696
5. Incentive Pay	909,313	175,497	1,084,810	15,578,506
6. General Structure Adjustment	4,000,974	772,188	4,773,162	20,351,668
7. 2nd Priority Range Reassignments, Minimum Step Implementation	317,191	61,218	378,409	20,730,077
8. 2nd Priority Range Reassignments, Comparable Step Implementation	768,216	148,266	916,482	21,646,559
9. 3rd Priority Range Reassignments, Minimum Step Implementation	508,401	98,121	606,522	22,253,081
10. 3rd Priority Range Reassignments, Comparable Step Implementation	411,203	79,362	490,565	22,743,646
Total Projected Costs	19,064,247	3,679,399	22,743,646	

Estimates are based on distribution of employees in the Personnel Accounting and Reporting System as of July 1988 and cost information furnished by the Division of Budget & Planning from Fiscal Year 1989 Appropriations.

NON-MERIT COST SUMMARY #1

GENERAL REVENUE FOR NON-MERIT SYSTEM AGENCIES

<u>Pay Plan Priority Recommendation</u>	<u>General Revenue Salaries</u>	<u>General Revenue Fringe Benefits</u>	<u>Total General Revenue</u>	<u>Cumulative General Revenue</u>
1. Annual Increases*	2,697,862	520,687	3,218,549	
2. General Structure Adjustment	3,575,079	689,990	4,265,069	7,483,618
3. 1st Priority Range Reassignments, Minimum Step Implementation*	1,738,983	335,624	2,074,607	9,558,225
4. 1st Priority Range Reassignments, Comparable Step Implementation*	2,827,879	545,781	3,373,660	12,931,885
5. Incentive Pay	812,517	156,816	969,333	13,901,218
6. General Structure Adjustment	3,575,079	689,990	4,265,069	18,166,287
7. 2nd Priority Range Reassignments, Minimum Step Implementation*	325,043	62,733	387,776	18,554,063
8. 2nd Priority Range Reassignments, Comparable Step Implementation*	731,348	141,150	872,498	19,426,561
9. 3rd Priority Range Reassignments, Minimum Step Implementation*	552,574	106,647	659,221	20,085,782
10. 3rd Priority Range Reassignments, Comparable Step Implementation*	373,800	72,143	445,943	20,531,725
Total Projected Costs	17,210,164	3,321,561	20,531,725	

* For purposes of this report, non-merit agency costs have been estimated as same percentage of personal service appropriation as merit system agencies. Since the State of Missouri does not have a uniform classification and pay plan to cover all employees, no other estimate is available.

Estimates are based on distribution of employees in the Personnel Accounting and Reporting System as of July 1988 and cost information furnished by the Division of Budget & Planning from Fiscal Year 1989 Appropriations.

NON-MERIT COST SUMMARY #2

NON-GENERAL REVENUE FOR NON-MERIT SYSTEM AGENCIES

<u>Pay Plan Priority Recommendation</u>	<u>Other Funds Salaries</u>	<u>Other Funds Fringe Benefits</u>	<u>Total Other Funds</u>	<u>Cumulative Other Funds</u>
1. Annual Increases*	3,524,144	680,160	4,204,304	
2. General Structure Adjustment	4,670,953	901,494	5,572,447	9,776,751
3. 1st Priority Range Reassignments, Minimum Step Implementation*	2,271,587	438,416	2,710,003	12,486,754
4. 1st Priority Range Reassignments, Comparable Step Implementation*	3,693,982	712,939	4,406,921	16,893,675
5. Incentive Pay	1,061,581	204,885	1,266,466	18,160,141
6. General Structure Adjustment	4,670,953	901,494	5,572,447	23,732,588
7. 2nd Priority Range Reassignments, Minimum Step Implementation*	424,596	81,947	506,543	24,239,131
8. 2nd Priority Range Reassignments, Comparable Step Implementation*	955,340	184,381	1,139,721	25,378,852
9. 3rd Priority Range Reassignments, Minimum Step Implementation*	721,813	139,310	861,123	26,239,975
10. 3rd Priority Range Reassignments, Comparable Step Implementation*	488,285	94,239	582,524	26,822,499
Total Projected Costs	22,483,234	4,339,265	26,822,499	

* For purposes of this report, non-merit agency costs have been estimated as same percentage of personal service appropriation as merit system agencies. Since the State of Missouri does not have a uniform classification and pay plan to cover all employees, no other estimate is available.

Estimates are based on distribution of employees in the Personnel Accounting and Reporting System as of July 1988 and cost information furnished by the Division of Budget & Planning from Fiscal Year 1989 Appropriations.

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GROWTH IN PERSONAL INCOME (GPI), MISSOURI, 1980-1987

<u>Year</u>	<u>GPI (Millions)</u>	<u>% Increase</u>	<u>Cummulative % Increase Since 1980</u>
1987	\$74,179	5.2%	62.4%
1986	70,503	5.9%	54.3%
1985	66,554	6.4%	45.7%
1984	62,525	9.9%	36.8%
1983	56,895	6.2%	24.5%
1982	53,555	5.4%	17.2%
1981	50,791	11.2%	11.2%
1980	45,692	-----	-----

SOURCE: Regional Economic Information System, April 1988
U.S. Department of Commerce
Bureau of Economic Analysis

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STATE REVENUE COLLECTIONS 1980-1988

<u>Fiscal Year</u>	<u>Revenue (Millions)</u>	<u>% Increase</u>	<u>Cummulative % Increase Since 1980</u>
1988	\$3,424.0	9.6%	86.8%
1987	3,125.1	8.7%	70.5%
1986	2,876.3	4.7%	56.9%
1985	2,747.8	10.2%	49.9%
1984	2,494.2	12.5%	36.1%
1983	2,216.5	8.0%	20.9%
1982	2,051.8	8.1%	11.9%
1981	1,897.6	3.5%	3.5%
1980	1,832.9	-----	-----

SOURCE: Missouri Department of Revenue
Annual Report of Collections, 1980-1988

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AVERAGE ANNUAL SALARY OF MISSOURI
FULL-TIME STATE GOVERNMENT EMPLOYEES 1980-1986

<u>Year</u>	<u>Annual Salary</u>	<u>% Increase</u>	<u>Cummulative % Increase Since 1980</u>
1986*	\$19,452	5.3%	31.7%
1985	18,480	7.1%	25.1%
1984	17,256	5.4%	16.8%
1983	16,368	4.8%	10.8%
1982	15,612	8.5%	5.7%
1981	14,388	- 2.6%	- 2.6%
1980	14,772	-----	-----

*The average Merit System salary of \$17,520 effective 7/1/86 was 11.0% below the statewide figure.

Table reflects full-time state employees, including those not under the governor's jurisdiction. Includes legislative, judicial, and state university employees.

SOURCE: Public Employment Report, 1980-1986, Table 9
U.S. Department of Commerce
Bureau of the Census

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MERIT SYSTEM TURNOVER INFORMATION

- Overall quantitative turnover for Merit System Agencies Calendar Year 1987 was approximately 13.6% (please see attached Merit System turnover report for Calendar Year 1987).
- This 13.6% is roughly equivalent to the 14.5% turnover experienced by merit system agencies from FY 1983 to FY 1987 (please see attached turnover report by department).
- It has been held that single digit turnover from a quantitative viewpoint may, in some aspects, be beneficial to an organization. Conversely, double digits from a quantitative viewpoint is usually indicative of systemic problems and/or deficiencies.
- Quantitative turnover reviews and comparisons of data can reveal general trends or observations, e.g., Department of Corrections turnover has run consistently higher than the merit system average since FY 1983. This is not unexpected given the nature of their "clientele" and the lack of opportunity for salary advancement.
 - Department of Mental Health statistics for the first quarter of FY 1989 show the highest percent of turnover since the first quarter of FY 1984. The FY 1989 salary increase was \$360 per annum. The FY 1984 increase was \$240 per annum along with selected repositioning (297 classes affecting 5000 employees).
- Qualitative analysis (loss of key performers) can, however, be more revealing. If, for example, a department is losing key people for a specific, consistent reason or reasons, they may have turnover problems even though turnover rates may be lower than for other job classifications.
- Frequently, those reasons are hard to discern with a fair degree of accuracy as employees who are leaving, for whatever reasons, do not wish to "burn bridges" behind them. An effort to analyze "reasons for leaving" is made by the Department of Mental Health through the analysis of responses on exit questionnaires. "Salary" is consistently among the highest influences in employees' decisions to terminate, after "accepting another job" (which may be a derivative of the basic salary inadequacy).

MERIT SYSTEM TURNOVER INFORMATION

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- Geographic regions, e.g. metropolitan areas vs. rural areas, can also impact upon turnover statistics as greater employment opportunities exist in metropolitan areas than in rural areas. This is particularly true among secondary wage earners, and among professional classifications found in both urban and rural areas, e.g. RNs, Social Service Workers, etc.
- Economic growth can affect turnover:
 - A state employer opening business in a small community may cause temporary increases in turnover among other employers in that community (the converse also holds true).
 - Expansion of agency programs (e.g. new correctional facilities) results in increased hiring, leading to accelerated turnover as employees are eliminated during their exposure to a new profession and work environment.
- Studies have shown that availability of other employment opportunities, with enhancements not offered by the current employer, may impact upon turnover more than any other single factor. A study of numerous statistical yardsticks reflects that on all counts state employment is not as lucrative as private sector employment (probably the most succinct measure is the fact that the Growth In Personal Income in Missouri, reported by the U.S. Department of Commerce, Bureau of Economic Analysis, has exceeded the growth of the lowest and highest Merit System Salaries by 94% and 173%, respectively, since 1972).

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MERIT SYSTEM TURNOVER
CALENDAR YEAR 1987

Calendar Year 1987 Number of Merit System Separations*	3,725
Calendar Year 1987 Average Number of Merit System Employees**	27,440
Calendar Year 1987 Merit System Turnover Rate	13.6%

* Includes resignation, dismissal, retirement, deceased; excludes layoffs and end of appointments.

** Average number of Merit System employees was based on total number of classified employees as of 12/31/86 and 12/31/87, divided by two.

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**PERCENT OF MERIT SYSTEM TURNOVER BY DEPARTMENT FROM
FISCAL YEAR 1983 to FISCAL YEAR 1987**

DEPARTMENT (Merit Employees)	PERCENT OF TURNOVER (Based on Average Number of Employees)*				
	1982-83	1983-84	1984-85	1985-86	1986-87
Office of Administration	12.3	13.3	9.9	8.9	13.5
Department of Corrections and Human Resources	16.9	21.6	19.1	16.1	17.5
Department of Health**	12.7	17.2	13.3	7.5	6.4
Department of Mental Health	16.4	16.7	16.3	14.8	17.8
Department of Natural Resources	10.0	11.0	9.4	6.8	5.6
Department of Social Services	12.2	14.3	14.1	10.2	11.2
Department of Economic Development***	10.5	39.0	4.5	14.6	16.4
Department of Labor and Industrial Relations****	10.8	22.7	10.8	8.9	6.7
Department of Public Safety*****	<u>13.7</u>	<u>17.6</u>	<u>14.3</u>	<u>11.3</u>	<u>16.2</u>
Totals - All Departments	14.2	16.7	15.0	12.8	14.0

Average FY'83-FY'87

14.5%

- * Excludes emergency and unclassified employees.
- ** Turnover for the Department of Health is computed to include county health employees.
- *** Agencies of the Department of Economic Development which are under the Merit System are Housing Development Commission, Division of Job Development and Training, Office of Public Counsel and Division of Tourism.
- **** Agencies of the Department of Labor and Industrial Relations which are under the Merit System are Division of Employment Security, Industrial Inspection Section of the Division of Labor Standards and Statistical Unit of the Division of Worker's Compensation.
- ***** Agencies of the Department of Public Safety which are under the Merit System are State Emergency Management Agency, Division of Veterans' Affairs and Division of Water Safety.

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TURNOVER RATES
SELECTED CLASSIFICATIONS BY DEPARTMENT
(Calendar Year 1987)

<u>Department</u>	<u>Class</u>	<u>Pay Range</u>	<u>Turnover Rate*</u>
Social Services	Youth Specialist I	14	29%
	Social Service Worker I	16	18%
	Social Service Worker II	18	12%
	Caseworker	16	8%
	Child Support Enforcement Tech	16	12%
Corrections	Corrections Officer I	14	17%
	Probation & Parole Officer I	20	11%
Mental Health	Habilitation Technician	16	27%
	Habilitation Specialist	20	30%
	Graduate Nurse II	20	23%
	Case Manager I (DD)	18	13%
	Clinical Social Worker I	20	21%
Natural Resources	Environmental Specialist II	21	11%
	Environmental Specialist III	24	13%
	Environmental Engineer II	27	9%
	Environmental Engineer III	29	15%
Overall Merit System Average			13.6%

* Turnover rate is based upon number of separations per class for calendar year 1987 divided by average number of employees in each class.

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CLASSES AFFECTED BY MULTIPLE RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX#	CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	FISCAL YEAR 1990			SURVEY GAP
				LIST1	LIST2	LIST3	
104	DATA ENTRY SPV I	14	13	+1	+1		-23.90%
105	DATA ENTRY SPV II	4	16	+1	+1		
106	DATA ENTRY SPV III	1	20	+1	+1		
138	MGR OF DP OPERATIONS	2	29	+1	+1		
141	PROGRAMMER TRNE	1	13	+1	+1		
142	PROGRAMMER I	25	17	+1	+1		
143	PROGRAMMER II	17	22	+1	+1		-15.50%
144	PROGRAMMER III	4	25	+1	+1		
151	PROGRAMMER ANALYST TRNE	10	19	+1	+1		
152	PROGRAMMER ANAL I	26	22	+1	+1		
153	PROGRAMMER ANAL II	73	25	+1	+1		-15.80%
154	PROGRAMMER ANAL III	48	27	+1	+1		
155	PROGRAMMING ANALYSIS SPV	7	29	+1	+1		
156	MGR OF PROGRAMMING ANALYSIS	9	31	+1	+1		
162	SYSTEMS ANAL I	5	22	+1	+1		
163	SYSTEMS ANAL II	13	25	+1	+1		-26.80%
164	SYSTEMS ANAL III	35	28	+1	+1		
166	SYSTEMS ANALYSIS SPV	0	29	+1	+1		
167	MGR OF SYSTEMS ANALYSIS	2	31	+1	+1		
172	SYSTEMS PROGRAMMER I	6	25	+1	+1		
173	SYSTEMS PROGRAMMER II	14	27	+1	+1		-17.60%
175	TECHNICAL SUPPORT SPV	6	29	+1	+1		
176	MGR OF TECHNICAL SUPPORT	4	31	+1	+1		
181	DATA PROCESSING SPEC I	9	27	+1	+1		
182	DATA PROCESSING SPEC II	7	30	+1	+1		
183	DATA PROCESSING SPEC III	1	31	+1	+1		
185	DATA PROCESSING PLNG ADMSTR	1	32	+1	+1		
186	DATA BASE ADMSTR	2	31	+1	+1		
197	DATA PROCESSING MGR I	3	32	+1	+1		
199	ASST DIR DIV DATA PROC & TELE	2	33	+1	+1		
201	STORES CLERK	63	6	+1	+1		
221	BUYER I	6	17	+1	+1		
222	BUYER II	7	22	+1	+1		-15.00%
223	BUYER III	3	26	+1	+1		
224	BUYER IV	5	30	+1	+1		
226	ST LEASING COOR	2	25	+1	+1		
227	SECTION CH PURCHASING	2	32	+1	+2		
228	MINORITY PURCHASING COOR	1	26	+1	+1		
229	MINORITY PURCHASING SPEC	0	17	+1	+1		
232	PRINTING SERVICES MGR	1	31	+1	+1		
233	ASST PRINTING SERVICES MGR	1	27	+1	+1		
234	CH OF OFFICE SVCS	1	29	+1	+1		
236	PROCUREMENT OFCR I	4	22	+1	+1		
237	PROCUREMENT OFCR II	2	25	+1	+1		
240	FORMS MANAGEMENT MGR	1	30	+1	+1		
243	OFFICE SERVICES COOR I	5	25	+1	+1		
244	OFFICE SERVICES COOR II	3	27	+1	+1		
246	FORMS ANAL I	2	15	+1	+1		

247 FORMS ANAL II	1	19	+1	+1	
248 FORMS ANAL III	1	23	+1	+1	
251 PURCHASING ANALYST	1	17	+1	+1	
252 PURCHASING COMPLIANCE MGR	1	30	+1	+1	
301 ACCOUNT CLERK I	76	7	+1	+1	-18.30%
307 AUDITOR III	4	28	+1	+1	
311 ACCOUNTANT I	84	17	+1	+1	-23.20%
312 ACCOUNTANT II	52	22	+1	+1	
313 ACCOUNTANT III	9	25	+1	+1	
321 CH ACCOUNTANT	21	27	+1	+1	
322 ASST DIR DIV OF ADMIN CORR	1	33	+1	+1	-19.80%
326 CH OF FISCAL MGMNT NR	0	29	+1	+1	
330 ASST CONTROLLER MH	1	28	+1	+1	
336 MEDICAID REIMBURSEMENT TECH	1	20	+1	+1	
337 MEDICAID REIMBURSEMENT SPEC	3	24	+1	+1	
339 CH OF FINANCIAL MGMNT ES	1	29	+1	+1	
352 ACCOUNTING ANAL I	6	20	+1	+1	
353 ACCOUNTING ANAL II	10	23	+1	+1	
354 ACCOUNTING ANAL III	9	27	+1	+1	
355 ACCOUNTING ANAL IV	4	31	+1	+1	
357 ASST DIR DIV OF ACCOUNTING	2	33	+1	+1	
362 COMPLIANCE AUDITOR II	3	20	+1	+1	
363 COMPLIANCE AUDITOR III	1	24	+1	+1	
364 COMPLIANCE AUDIT MGR	1	28	+1	+1	
368 BUDGET ANAL I	2	17	+1	+1	
369 BUDGET ANAL II	11	22	+1	+1	
370 BUDGET ANAL III	3	27	+1	+1	
371 BUDGET ANAL IV	1	31	+1	+1	
372 ASST DIR FOR BUDGET ANALYSIS	1	33	+1	+1	
383 FISCAL MANAGEMENT ADMSTR FS	1	30	+1	+1	
385 ADMINISTRATIVE SVCS MGR JD&T	1	28	+1	+1	
401 PERSONNEL OFCR I	6	24	+1	+1	
402 PERSONNEL OFCR II	17	27	+1	+1	
403 PERSONNEL OFCR III	5	29	+1	+1	+1 -36.30%
404 PERSONNEL OFCR IV	2	31	+1	+1	
411 PERSONNEL ANAL I	4	17	+1	+1	
412 PERSONNEL ANAL II	32	22	+1	+1	-17.00%
413 PERSONNEL ANAL III	13	27	+1	+1	
414 PERSONNEL ANAL IV	3	31	+1	+1	
415 HUMAN RELATIONS OFCR I	3	23	+1	+1	
416 HUMAN RELATIONS OFCR II	4	25	+1	+1	
417 HUMAN RELATIONS OFCR III	1	27	+1	+1	
420 CH EXAMINER	1	33	+1	+1	
423 DEP DIR PERSONNEL DIV	0	33	+1	+1	
424 SECTION MGR PERSONNEL	2	32	+1	+1	+1
427 CENTRAL TRAINING COOR	1	31	+1	+1	+1
428 CH OF RESEARCH & REPORTING	1	29	+1	+1	+1
431 RESEARCH ANAL I	7	17	+1	+1	
432 RESEARCH ANAL II	23	21	+1	+1	-25.80%
433 RESEARCH ANAL III	32	24	+1	+1	+1
434 RESEARCH ANAL IV	11	27	+1	+1	+1
443 RESEARCH MGR SS	1	29	+1	+1	+1
452 PUBLIC INFORMATION SPEC II	3	19	+1	+1	
454 PUBLIC INFORMATION SPEC III	15	21	+1	+1	+1
458 PUBLIC INFORMATION OFCR	4	27	+1	+1	
463 LABOR ECONOMIST	1	27	+1	+1	
465 CH ECONOMIST OA	1	30	+1	+1	
481 TOURIST GUIDE	14	6	+1	+1	
482 TOURIST ASST	16	9	+1	+1	
491 TRAINING TECH I	4	21	+1	+1	

492 TRAINING TECH II	28	24	+1	+1	-16.90%
493 TRAINING TECH III	9	27	+1	+1	
494 CH OF STAFF TRAINING	2	29	+1	+1	
498 EDITOR	3	23	+1	+1	
501 EXECUTIVE I	50	17	+1	+1	
502 EXECUTIVE II	30	21	+1	+1	+1
504 INMATE FINANCE OFCR	1	22	+1	+1	
505 FISCAL SERVICES ADMSTR	2	28	+1	+1	
507 HEALTH CARE COOR CORR	1	28	+1	+1	
510 HOSPITAL MANAGEMENT ASST	12	27	+1	+1	-20.10%
511 ASST SUPT I ADMIN	1	30	+1	+1	
512 ASST SUPT II ADMIN	10	32	+1	+1	
518 SURPLUS PROPERTY MGR	1	30	+1	+1	
520 RISK MANAGEMENT SPEC I	4	24	+1	+1	
521 RISK & INSURANCE MGR	1	31	+1	+1	
523 RISK MANAGEMENT SPEC II	1	27	+1	+1	
527 FISCAL & ADMINISTRATIVE OFCR	2	25	+1	+1	
542 BUILDING MGR III	1	28	+1	+1	
543 BUILDING OPERATIONS MGR	1	29	+1	+1	
545 ASST DIR FOR ADMIN D & C	1	33	+1	+1	
550 ASST DIR DIV OF GENERAL SVCS	1	33	+1	+1	
551 PRODUCTIVITY PROGRAMS SPEC	0	23	+1	+1	
552 MANAGEMENT ANALYSIS SPEC I	17	22	+1	+1	
556 PLANNER I	11	21	+1	+1	
557 PLANNER II	28	24	+1	+1	
558 PLANNER III	21	27	+1	+1	
559 PLANNER IV	6	31	+1	+1	
560 ASST DIR FOR STATE PLANNING	1	33	+1	+1	
566 REG CENTER DIR DD	10	33	+1	+1	
584 DIR OF VITAL RECORDS	1	28	+1	+1	
604 LIBRARIAN	7	16	+1	+1	+1
610 UNIT SPV MERIT SYSTEM	2	23	+1	+1	
614 LIBRARY ASST	3	10	+1	+1	
620 MEDICAL RECORDS ADMSTR I	4	17	+1	+1	
621 MEDICAL RECORDS ADMSTR II	6	22	+1	+1	
627 PERSONNEL CLERK	30	14	+1	+1	
631 LABOR RELATIONS SPEC	0	27	+1	+1	
641 ASST TO DEPUTY DIR HD	1	29	+1	+1	
642 ASST TO DEP DIR PROP MGMNT	1	29	+1	+1	
643 ASST TO DEPUTY DIR OPERATIONS	1	29	+1	+1	
660 CAPITOL CMLPX SECURITY OFCR I	15	13	+2		
661 CAPITOL CMLPX SECURITY OFCR II	12	18	+2		
662 CAPITOL CMLPX SECURITY SPV	2	24	+2		
663 CAPITOL CMLPX SECURITY CH	1	28	+2		
692 TELECOMMUN TECH II	5	20	+1	+1	
693 TELECOMMUN ANAL I	2	19	+1	+1	
694 TELECOMMUN ANAL II	3	22	+1	+1	
695 TELECOMMUN ANAL III	4	25	+1	+1	
696 TELECOMMUN ANAL IV	2	29	+1	+1	
699 ST TELECOMMUNICATIONS MGR	0	31	+1	+1	
713 CH OF PROGRAMS ES OPERATIONS	2	29	+1	+1	
725 CH OF BENEFITS	1	29	+1	+1	
726 CH OF PROGRAMS UI OPERATIONS	1	29	+1	+1	
737 CH OF CONTRIBUTIONS	2	29	+1	+1	
738 ASST ES DIR ADMINISTRATION	1	33	+1	+1	
739 ASST ES DIR FIELD OPERATIONS	1	33	+1	+1	
740 ASST ES DIR ES PROGRAMS	1	33	+1	+1	
741 ASST ES DIR UNEMPLOYMENT INS	1	33	+1	+1	
754 APPEALS REFEREE IV	4	31	+1	+1	
755 CH APPEALS REFEREE	1	33	+1	+1	

759 CH OF QUALITY CONTROL	1	29	+1	+1	
764 CH OF ADMINISTRATIVE ANALYSIS	1	29	+1	+1	
792 JOB TRAINING PRGM SPEC I	7	21	+1	+1	
793 JOB TRAINING PRGM SPEC II	8	24	+1	+1	
795 JOB TRAINING PRGM MGR	3	28	+1	+1	
796 PLANNING AND RESEARCH MGR	0	28	+1	+1	
836 PUBLIC UTILITY ACCOUNTANT I	2	20	+1	+1	
837 PUBLIC UTILITY ACCOUNTANT II	1	23	+1	+1	
838 CH PUBLIC UTILITY ACCOUNTANT	1	30	+1	+1	+1
841 PUBLIC UTILITY ECONOMIST	1	29	+1	+1	
842 CH ECONOMIST PC	1	33	+1	+1	
1201 HISTORIC SITE ADMSTR I	0	14	+1	+1	
1202 HISTORIC SITE ADMSTR II	11	16	+1	+1	
1203 HISTORIC SITE ADMSTR III	5	18	+1	+1	
1204 HISTORIC SITE ADMSTR IV	2	20	+1	+1	
1207 MUSEUM CURATOR	5	18	+1	+1	
1214 HISTORIC SITES SECTION CH	1	27	+1	+1	
1218 CH NATURAL HISTORY PROGRAM	1	27	+1	+1	
1222 CH PARK NATURALIST	1	24	+1	+1	
1230 PARK SUPT I	1	14	+1	+1	
1231 PARK SUPT II	24	16	+1	+1	
1232 PARK SUPT III	14	18	+1	+1	-17.90%
1233 PARK SUPT IV	8	20	+1	+1	
1234 PARK SUPT V	4	22	+1	+1	
1235 ASST REGIONAL SPV	7	24	+1	+1	
1236 REG SPV PARKS	3	26	+1	+1	
1244 PARKS OPERATIONS OFCR I	1	24	+1	+1	
1245 PARKS OPERATIONS OFCR II	2	27	+1	+1	
1260 PARK NATURALIST I	1	15	+1	+1	
1261 PARK NATURALIST II	9	18	+1	+1	
1262 PARK NATURALIST III	5	20	+1	+1	
1270 PARK RANGER I	7	16	+2	+1	-15.80%
1271 PARK RANGER II	6	19	+2	+1	
1272 PARK RANGER III	3	22	+2	+1	
1274 CH PARK RANGER	1	26	+2		
2003 CUSTODIAL WORK SPV	39	9	+1	+1	-20.50%
2004 HOUSEKEEPER I	10	15	+1	+1	
2005 HOUSEKEEPER II	10	19	+1	+1	
2071 DINING ROOM SPV	32	9	+1	+1	
3005 ACADEMIC TEACHER I	4	16	+1	+1	
3006 ACADEMIC TEACHER II	9	20	+1	+1	
3007 ACADEMIC TEACHER III	68	22	+1	+1	
3011 EDUCATION SPV I	8	25	+1	+1	
3012 EDUCATION SPV II	10	27	+1	+1	
3013 DIR OF EDUCATION	1	28	+1	+1	
3015 EDUCATION COOR CORR	3	25	+1	+1	-18.70%
3021 SCHOOL LIBRARIAN	3	19	+1	+1	
3059 GUIDANCE CNSLR I	4	19	+1	+1	
3061 GUIDANCE CNSLR II	7	22	+1	+1	
4005 DENTIST I	4	33	+1	+1	+1 -28.00%
4006 DENTIST II	6	35	+1	+1	+1
4007 DENTIST III	5	37	+1	+1	+1
4026 DIR BUR OF DENTAL HEALTH	1	39	+1	+1	+1
4108 ASST PUBLIC HEALTH LAB DIR	1	29	+1	+1	
4109 PUBLIC HEALTH LABORATORY DIR	1	34	+1	+1	-22.70%
4156 MEDICAL TECHNOLOGIST IV	2	25	+1	+1	
4158 MEDICAL LABORATORY MGR	1	30	+1	+1	
4277 PSYCHIATRIST I	12	15	+2	+1	
4278 PSYCHIATRIST II	26	17	+2	+1	
4279 SR PSYCHIATRIST	11	19	+2	+1	

4287	MEDICAL DIR III	2	21	+2	+1	
4320	GRADUATE NURSE I	26	18	+2		-23.00%
4321	GRADUATE NURSE II	138	20	+2		
4322	GRADUATE NURSE III	367	23	+2		-19.60%
4323	GRADUATE NURSE IV	179	25	+2		
4324	GRADUATE NURSE V	60	26	+2		
4325	GRADUATE NURSE VI	19	28	+2		
4326	GRADUATE NURSE VII	9	30	+2		-15.50%
4328	CLINICAL NURSE CNSLT MH	3	28	+2		
4330	PSYCHIATRIC NURSING CNSLT MH	1	30	+2		
4349	RESPIRATORY THERAPY DIR	1	25	+1	+1	
4358	CH OF NRSNG CRIPPLED CHLD SVCS	1	27	+2		
4365	INST ADVISORY NURSE I	0	19	+2		
4366	INST ADVISORY NURSE II	48	22	+2		
4367	INST ADVISORY NURSE III	12	24	+2		
4368	INST ADVISORY NURSE IV	3	26	+2		
4369	INST ADVISORY NURSE V	1	27	+2		
4370	COMMUNITY HEALTH NURSE I	2	17	+2		
4371	COMMUNITY HEALTH NURSE II	1	19	+2		
4372	COMMUNITY HEALTH NURSE III	25	22	+2		
4373	COMMUNITY HEALTH NURSE IV	14	24	+2		
4374	COMMUNITY HEALTH NURSE V	8	25	+2		
4376	CNSLT COMMUNITY HEALTH NURSE	14	27	+2		
4377	COMMUNITY HEALTH NURSE PRACTNR	1	24	+2		
4378	ASST DIR BUR CMNTY HLTH NRSNG	1	28	+2		
4379	DIR BUR OF CMNTY HLTH NRSNG	1	30	+2		
4407	HABILITATION TECH	93	16	+1	+1	
4408	HABILITATION SPEC	79	20	+1	+1	
4409	HABILITATION SPV	14	22	+1	+1	
4410	HABILITATION PROGRAM MGR	9	24	+1	+1	
4443	CONTRACTS COOR MH	2	29	+1	+1	-33.80%
4466	SPEECH PATHOLOGIST	26	23	+1	+1	
4467	SPEECH & LANGUAGE PROGRAM COOR	2	24	+1	+1	
4471	SPEECH & LANGUAGE CLINICIAN I	1	17	+1	+1	
4472	SPEECH & LANGUAGE CLINICIAN II	13	19	+1	+1	
4473	SPEECH & HEARING PATHOLOGIST	5	23	+1	+1	
4475	CH SPEECH & HEARING SVCS	1	27	+1	+1	
4502	PHARMACY SPV	10	28	+1	+1	-23.10%
4503	PHARMACY DIRECTOR	4	30	+1	+1	
4504	PHARMACEUTICAL CNSLT	3	28	+1	+1	
4505	CLINICAL PHARMACIST	13	26	+1	+1	
4506	MEDICAL LIBRARIAN	6	17	+1	+1	
4518	DIR BUR NARCOTICS & DANG DRUGS	1	30	+1	+1	+1
4521	FOOD PROGRAM ADMSTR HEALTH	2	28	+1	+1	
4531	MGR SECT OF FOOD & NUTRI SVCS	1	31	+1	+1	
4535	RESIDENTIAL CARE FACILITY INSP	10	16	+1	+1	
4542	HEALTH PROGRAM ADMSTR	2	28	+1	+1	
4545	UNIT PROGRAM SPV DD	49	23	+1	+1	
4550	HLTH FACILITIES CNSLT II	0	28	+1	+1	
4551	HEALTH FACILITIES ARCHITECT	1	29	+2	+1	
4555	HEALTH EDUCATOR I	0	16	+1	+1	
4559	DIR COMMUNITY HEALTH EDUC	1	28	+1	+1	
4560	HOSPITAL LIC & CERT DIR	1	29	+2	+1	
4561	ENVIRONMENTAL EPIDEM PRGM ADM	1	29	+1	+1	-29.50%
4569	DIR BUR OF CHRONIC DISEASES	1	28	+1	+1	
4570	COMMUNICABLE DISEASE PRGM ADM	0	28	+1	+1	
4571	DISEASE CTRL PRGM ADMSTR	2	28	+1	+1	+1
4573	DIR SEC LOCAL HEALTH SVCS	1	31	+1	+1	
4575	ASST TO DIV DIR HLTH	3	31	+1	+1	
4576	DISTRICT HEALTH ADMSTR	6	28	+1	+1	

4582	SUPT II MH FACILITY	2	36	+1	+1	
4583	ASST SUPT I TRMNT	1	30	+1	+1	
4584	ASST SUPT II TRMNT	4	32	+1	+1	
4585	UNIT MGR MH	37	27	+1	+1	
4588	ASST CENTER DIR TRMNT	11	27	+1	+1	
4590	REG PROGRAM SPEC DD	9	25	+1	+1	
4596	STAFF DEVELOPMENT OFCR MH	12	25	+1	+1	
4602	SANITARY INSPECTOR	0	11	+1	+1	
4610	ENVIRONMENTAL PRGM DIR	4	32	+1	+1	
4632	REG ADMSTR ENVIRONMENTAL QUAL	6	32	+1	+1	
4636	RADIOLOGICAL HEALTH PRG ADMSTR	1	27	+1	+1	
4697	ENERGY ENGR	2	28	+1	+1	
4699	ENERGY PROGRAM DIR	2	28	+1	+1	+1
4729	ASST DIR DIV DESIGN & CONST	1	34	+1	+1	
4735	ARCHITECT I	2	24	+2		
4736	ARCHITECT II	3	26	+2		
4737	ARCHITECT III	5	29	+2	+1	
4759	ST LAND SURVEYOR	1	32	+1	+1	
4767	ASST ST GEOLOGIST	1	32	+1	+1	
4775	LANDSCAPE ARCHITECT II	2	22	+1	+1	
5008	CORRECTIONS SUPT I	10	27	+1	+1	
5009	CORRECTIONS SUPT II	26	30	+1	+1	
5010	CORRECTIONS SUPT III	9	32	+1	+1	
5012	CORRECTIONS SUPT IV	2	33	+1	+1	-19.10%
5042	ASST CORRECTIONS DIR AI	2	33	+1	+1	+1
5048	YOUTH FACILITY MGR IV	1	27	+1	+1	
5057	ADMSTR SPECIAL PROGRAMS YS	1	31	+1	+1	
5068	PROGRAM ADMSTR II	3	27	+1	+1	
5069	PROGRAM ADMSTR III	5	30	+1	+1	
5102	CENTRAL TRANSFER AUTHORITY MGR	1	26	+1	+1	
5107	CLASSIF & ASSIGNMENT MGR	1	30	+1	+1	
5108	ASST DIR CLASSIF & TREATMENT	1	33	+1	+1	+1
5116	SOCIAL SERVICES TRNE CORR	94	16	+2		
5124	DISTRICT SPV II PROB & PAROLE	15	27	+1	+1	+1
5125	REG SPV PROB & PAROLE	6	29	+1	+1	+1
5126	ASST DIR PROB & PAROLE	1	33	+1	+1	+1
5128	PAROLE HEARING EXAMINER	3	29	+1	+1	
5132	ALTERNATIVE SERVICE ADMSTR	1	30	+1	+1	
5134	ASST TO THE DIR AG	1	31	+1	+1	
5135	PROGRAM PLANNING CNSLT AG	1	29	+1	+1	
5136	DEP DIR MANAGEMENT SVCS AG	1	31	+1	+1	
5179	FIELD OPERATIONS SPV BUR BLIND	1	29	+1	+1	
5180	ASST DEP DIR BUR FOR BLIND	1	30	+1	+1	
5183	ASST DEP DIR CHILDRENS SVCS	2	30	+1	+1	
5188	SOCIAL SERVICE SPV V	9	27	+1	+1	
5208	COUNTY DIR I	28	19	+1	+1	+1
5209	COUNTY DIR II	53	21	+1	+1	+1
5211	COUNTY DIR III	23	23	+1	+1	+1
5212	COUNTY DIR IV	4	25	+1	+1	+1
5214	COUNTY DIR V	3	29	+1	+1	+1
5216	AREA DIR FS	6	31	+1	+1	+1
5225	INCOME MAINTENANCE SPV V	3	27	+1	+1	
5228	ASST DEP DIR INCOME MAINT	2	30	+1	+1	
5240	SOCIAL SERVICES CNTRCT ADMSTR	1	30	+1	+1	
5254	PROGRAM MGR I AG	10	26	+1	+1	
5255	PROGRAM MGR II AG	1	28	+1	+1	
5256	PROGRAM MGR III AG	1	30	+1	+1	
5266	MANAGEMENT SERVICES ADMSTR CS	2	31	+1	+1	
5267	ASST TO THE DIR CHILD SUPPORT	1	29	+1	+1	
5268	CHILD SUPPORT ENFORCE MGR	0	29	+1	+1	

5269 ENERGY ASSISTANCE PRGM ADMSTR	1	31	+1	+1		
5270 ASST TO THE DIR FS	2	32	+1	+1		
5271 DEP DIR MANAGEMENT SVCS FS	1	33	+1	+1		
5288 DIR OF PSYCHIATRIC SOCIAL WORK	8	28	+1	+1		
5301 VETERANS HOME ADMSTR	2	29	+1	+1		
5303 MANAGEMENT COOR VETERANS HOME	1	29	+1	+1		
5311 IDENTIFICATION OFCR	1	13	+1	+1	+1	-16.20%
5327 MEDICAID MGR	1	28	+1	+1		
5329 MEDICAID UTILIZATION ADMSTR	0	30	+1	+1		
5332 PROGRAM RELATIONS SPV	1	28	+1	+1		
5340 MEDICAID TECH I	8	14	+1	+1		
5341 MEDICAID TECH II	27	18	+1	+1		-19.90%
5342 MEDICAID SPEC	4	22	+1	+1		
5344 ASST MEDICAID ADMSTR	6	25	+1	+1		
5348 MANAGEMENT SERVICES ADMSTR MS	1	31	+1	+1		
6033 AUTOMOTIVE EQUIP OFCR	2	23	+1	+1		
6140 BUILDING ENGINEER CORR	3	22	+2	+1		
6293 CORRECTIONAL INDUST COOR II	1	27	+1	+1		
6296 ASST DIR PRISON INDUSTRIES	1	28	+1	+1		
6297 DIR PRISON INDUSTRIES	1	30	+1	+1		-22.50%
6363 PHOTOGRAPHER	2	14	+1	+1		
7200 WATER PATROL OFCR	49	20	+2	+2		
7201 WATER PATROL CORPORAL	5	22	+2	+2		
7202 WATER PATROL SERGEANT	6	24	+2	+2		
7203 WATER PATROL CAPTAIN	6	26	+2	+2		
7204 WATER PATROL LIEUT COLONEL	1	29	+2	+1		
7220 RADIO OPER	4	11	+2	+2		
7327 PLANS & OPERATIONS OFCR	1	27	+1	+1		
7329 CONTRACT & PROGRAM SPV	1	27	+1	+1		
7334 DEP DIR ST EMERGENCY MGMNT	1	29	+1	+1		
Total Number of Classes Affected	378		378	345	30	
Total Number of Employees Affected	3,689		3,689	2,619	273	

Office of Administration
Division of Personnel
November 8, 1988

AGENCY - OFFICE OF ADMINISTRATION

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
2 CLERK II	6	7	+1		
3 CLERK III	5	11	+1		
4 CLERK IV	13	14	+1		
12 CLERK STENOGRAPHER II	4	9	+1		
13 CLERK STENOGRAPHER III	5	12	+1		
21 CLERK TYPIST I	8	6	+1		
22 CLERK TYPIST II	67	8	+1		
23 CLERK TYPIST III	45	11	+1		
25 COMPOSING EQUIPMENT OPER I	2	11	+1		
26 COMPOSING EQUIPMENT OPER II	3	13	+1		
28 COMPOSITION & DESIGN SPV	2	16	+1		
51 BINDERY WORKER	2	11	+1		
52 BINDERY SUPERVISOR	1	15	+1		
57 AUXILIARY EQUIPMENT OPER I	3	7	+1		
58 AUXILIARY EQUIPMENT OPER II	3	9	+1		
73 DUPLICATING EQUIPMENT OPER I	2	9	+1		
74 DUPLICATING EQUIPMENT OPER II	13	12	+1		
75 DUPLICATING EQUIPMENT OPER III	10	15	+1		
76 DUPLICATING SPV I	4	17	+1		
77 DUPLICATING SPV II	6	19	+1		
84 SWITCHBOARD OPER II	4	9	+1		
101 DATA ENTRY OPER I	3	7	+1		
104 DATA ENTRY SPV I	1	13	+1	+1	
105 DATA ENTRY SPV II	1	16	+1	+1	
116 DATA PROCESSING CLK LIBRARIAN	2	7	+1		
118 DATA CONTROL CLERK I	3	7	+1		
119 DATA CONTROL CLERK II	1	11	+1		
132 COMPUTER OPER TRNE	4	8	+1		
133 COMPUTER OPER I	10	12	+1		
134 COMPUTER OPER II	6	16	+1		
135 COMPUTER OPER III	2	20	+1		
136 COMPUTER OPERATIONS SPV I	3	22	+1		
137 COMPUTER OPERATIONS SPV II	2	26	+1		
142 PROGRAMMER I	3	17	+1	+1	
143 PROGRAMMER II	3	22	+1	+1	
151 PROGRAMMER ANALYST TRNE	5	19	+1	+1	
152 PROGRAMMER ANAL I	4	22	+1	+1	
153 PROGRAMMER ANAL II	7	25	+1	+1	
154 PROGRAMMER ANAL III	1	27	+1	+1	
155 PROGRAMMING ANALYSIS SPV	2	29	+1	+1	
156 MGR OF PROGRAMMING ANALYSIS	4	31	+1	+1	
162 SYSTEMS ANAL I	5	22	+1	+1	
163 SYSTEMS ANAL II	3	25	+1	+1	
164 SYSTEMS ANAL III	6	28	+1	+1	
172 SYSTEMS PROGRAMMER I	4	25	+1	+1	
173 SYSTEMS PROGRAMMER II	4	27	+1	+1	
175 TECHNICAL SUPPORT SPV	3	29	+1	+1	

176 MGR OF TECHNICAL SUPPORT	1	31	+1	+1	
181 DATA PROCESSING SPEC I	2	27	+1	+1	
182 DATA PROCESSING SPEC II	6	30	+1	+1	
183 DATA PROCESSING SPEC III	1	31	+1	+1	
185 DATA PROCESSING PLNG ADMSTR	1	32	+1	+1	
186 DATA BASE ADMSTR	1	31	+1	+1	
199 ASST DIR DIV DATA PROC & TELE	2	33	+1	+1	
202 STOREKEEPER I	7	11	+1		
204 STOREKEEPER II	2	14	+1		
205 SUPPLY MANAGER I	1	18	+1		
213 SURPLUS PROPERTY REP	3	14	+1		
221 BUYER I	6	17	+1	+1	
222 BUYER II	7	22	+1	+1	
223 BUYER III	3	26	+1	+1	
224 BUYER IV	5	30	+1	+1	
226 ST LEASING COOR	2	25	+1	+1	
227 SECTION CH PURCHASING	2	32	+1	+2	
228 MINORITY PURCHASING COOR	1	26	+1	+1	
232 PRINTING SERVICES MGR	1	31	+1	+1	
233 ASST PRINTING SERVICES MGR	1	27	+1	+1	
235 PRINTING SERVICES ANAL	1	22	+1		
239 ASST FORMS MANAGEMENT MGR	1	26	+1		
240 FORMS MANAGEMENT MGR	1	30	+1	+1	
246 FORMS ANAL I	2	15	+1	+1	
247 FORMS ANAL II	1	19	+1	+1	
248 FORMS ANAL III	1	23	+1	+1	
251 PURCHASING ANALYST	1	17	+1	+1	
252 PURCHASING COMPLIANCE MGR	1	30	+1	+1	
301 ACCOUNT CLERK I	8	7	+1	+1	
302 ACCOUNT CLERK II	16	11	+1		
306 AUDITOR II	1	25	+1		
311 ACCOUNTANT I	4	17	+1	+1	
312 ACCOUNTANT II	3	22	+1	+1	
313 ACCOUNTANT III	1	25	+1	+1	
321 CH ACCOUNTANT	1	27	+1	+1	
352 ACCOUNTING ANAL I	5	20	+1	+1	
353 ACCOUNTING ANAL II	7	23	+1	+1	
354 ACCOUNTING ANAL III	4	27	+1	+1	
355 ACCOUNTING ANAL IV	4	31	+1	+1	
357 ASST DIR DIV OF ACCOUNTING	2	33	+1	+1	
359 CENTRAL ACCOUNTING TECH	2	14	+1		
361 COMPLIANCE AUDITOR I	10	17	+1		
362 COMPLIANCE AUDITOR II	3	20	+1	+1	
363 COMPLIANCE AUDITOR III	1	24	+1	+1	
364 COMPLIANCE AUDIT MGR	1	28	+1	+1	
368 BUDGET ANAL I	1	17	+1	+1	
369 BUDGET ANAL II	1	22	+1	+1	
372 ASST DIR FOR BUDGET ANALYSIS	1	33	+1	+1	
402 PERSONNEL OFCR II	1	27	+1	+1	
412 PERSONNEL ANAL II	14	22	+1	+1	
413 PERSONNEL ANAL III	13	27	+1	+1	
414 PERSONNEL ANAL IV	3	31	+1	+1	
420 CH EXAMINER	1	33	+1	+1	
424 SECTION MGR PERSONNEL	2	32	+1	+1	+1
427 CENTRAL TRAINING COOR	1	31	+1	+1	+1
452 PUBLIC INFORMATION SPEC II	1	19	+1	+1	
454 PUBLIC INFORMATION SPEC III	1	21	+1	+1	+1
465 CH ECONOMIST OA	1	30	+1	+1	
492 TRAINING TECH II	1	24	+1	+1	
493 TRAINING TECH III	5	27	+1	+1	

501 EXECUTIVE I	7	17	+1	+1	
502 EXECUTIVE II	1	21	+1	+1	+1
517 ASST SURPLUS PROPERTY MGR	1	24	+1		
518 SURPLUS PROPERTY MGR	1	30	+1	+1	
520 RISK MANAGEMENT SPEC I	4	24	+1	+1	
521 RISK & INSURANCE MGR	1	31	+1	+1	
523 RISK MANAGEMENT SPEC II	1	27	+1	+1	
540 BUILDING MGR I	1	22	+1		
541 BUILDING MGR II	3	25	+1		
542 BUILDING MGR III	1	28	+1	+1	
543 BUILDING OPERATIONS MGR	1	29	+1	+1	
545 ASST DIR FOR ADMIN D & C	1	33	+1	+1	
547 PRODUCTIVITY PROGRAMS MGR	1	27	+1		
550 ASST DIR DIV OF GENERAL SVCS	1	33	+1	+1	
556 PLANNER I	3	21	+1	+1	
557 PLANNER II	5	24	+1	+1	
558 PLANNER III	4	27	+1	+1	
559 PLANNER IV	4	31	+1	+1	
560 ASST DIR FOR STATE PLANNING	1	33	+1	+1	
610 UNIT SPV MERIT SYSTEM	2	23	+1	+1	
627 PERSONNEL CLERK	3	14	+1	+1	
645 AIRCRAFT MAINTENANCE SPEC	1	25	+1		
655 SECURITY OFCR I	12	11	+1		
656 SECURITY OFCR II	2	13	+1		
658 CH SECURITY OFCR	1	19	+1		
660 CAPITOL CMLPX SECURITY OFCR I	15	13	+2		
661 CAPITOL CMLPX SECURITY OFCR II	12	18	+2		
662 CAPITOL CMLPX SECURITY SPV	2	24	+2		
663 CAPITOL CMLPX SECURITY CH	1	28	+2		
693 TELECOMMUN ANAL I	2	19	+1	+1	
694 TELECOMMUN ANAL II	3	22	+1	+1	
695 TELECOMMUN ANAL III	2	25	+1	+1	
696 TELECOMMUN ANAL IV	1	29	+1	+1	
2002 CUSTODIAL WORKER II	10	6	+1		
2003 CUSTODIAL WORK SPV	4	9	+1	+1	
2004 HOUSEKEEPER I	3	15	+1	+1	
2005 HOUSEKEEPER II	1	19	+1	+1	
4710 DRAFTER I	1	12	+1		
4718 ENGINEERING TECH II	1	17	+1		
4719 ENGINEERING TECH III	3	20	+1		
4723 DESIGN ENGR I	3	25	+1		
4724 DESIGN ENGR II	3	27	+1		
4725 DESIGN ENGR III	11	31	+1		
4729 ASST DIR DIV DESIGN & CONST	1	34	+1	+1	
4732 CH SPECIAL PROJECTS ENGR	1	32	+1		
4736 ARCHITECT II	2	26	+2		
4737 ARCHITECT III	4	29	+2	+1	
4738 CH ARCHITECT	1	32	+1		
4740 DESIGNER I	1	24	+1		
4741 DESIGNER II	1	27	+1		
6001 LABORER I	20	6		+1	
6002 LABORER II	5	9		+1	
6005 LABOR SPV	2	13		+1	
6011 MAINTENANCE WORKER I	26	13		+1	
6012 MAINTENANCE WORKER II	24	16		+1	
6014 MAINTENANCE SPV I	8	19		+1	
6015 MAINTENANCE SPV II	3	21		+1	
6023 TRACTOR TRAILER DRIVER II	1	18		+1	
6026 LOCKSMITH	2	17		+1	
6031 AUTOMOTIVE MECHANIC	2	17		+1	

6033 AUTOMOTIVE EQUIP OFCR	1	23	+1	+1
6035 REFRIGERATION MECHANIC I	1	18		+1
6036 REFRIGERATION MECHANIC II	1	20		+1
6052 CARPENTER	2	17		+1
6056 ELECTRICIAN	5	17		+1
6066 PAINTER	2	17		+1
6070 PLUMBER	2	17		+1
6105 HVAC INSTRUMENT CONTROLS TECH	1	18		+1
6111 PLANT MAINTENANCE ENGR I	5	22		+1
6113 PLANT MAINTENANCE ENGR III	4	27		+1
6144 CONSTRUCTION INSPECTOR	12	25	+1	
6146 CH CONSTRUCTION INSPECTOR	1	30	+1	
6342 GRAPHIC ARTS SPEC II	2	15	+1	

Total classes affected by range reassignment is 180 with a total of 768 employees.

Office of Administration
Division of Personnel
November 8, 1988

AGENCY - DEPARTMENT OF CORRECTIONS AND HUMAN RESOURCES

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
1 CLERK I	5	5	+1		
2 CLERK II	18	7	+1		
3 CLERK III	10	11	+1		
4 CLERK IV	16	14	+1		
11 CLERK STENOGRAPHER I	2	7	+1		
12 CLERK STENOGRAPHER II	75	9	+1		
13 CLERK STENOGRAPHER III	41	12	+1		
21 CLERK TYPIST I	27	6	+1		
22 CLERK TYPIST II	283	8	+1		
23 CLERK TYPIST III	35	11	+1		
83 SWITCHBOARD OPER I	5	7	+1		
84 SWITCHBOARD OPER II	2	9	+1		
104 DATA ENTRY SPV I	1	13	+1	+1	
131 MINI-COMPUTER OPERATOR	3	11	+1		
142 PROGRAMMER I	2	17	+1	+1	
151 PROGRAMMER ANALYST TRNE	1	19	+1	+1	
152 PROGRAMMER ANAL I	1	22	+1	+1	
153 PROGRAMMER ANAL II	3	25	+1	+1	
163 SYSTEMS ANAL II	2	25	+1	+1	
164 SYSTEMS ANAL III	1	28	+1	+1	
181 DATA PROCESSING SPEC I	1	27	+1	+1	
202 STOREKEEPER I	49	11	+1		
204 STOREKEEPER II	19	14	+1		
205 SUPPLY MANAGER I	2	18	+1		
237 PROCUREMENT OFCR II	1	25	+1	+1	
301 ACCOUNT CLERK I	11	7	+1	+1	
302 ACCOUNT CLERK II	20	11	+1		
305 AUDITOR I	1	20	+1		
311 ACCOUNTANT I	5	17	+1	+1	
312 ACCOUNTANT II	3	22	+1	+1	
321 CH ACCOUNTANT	1	27	+1	+1	
322 ASST DIR DIV OF ADMIN CORR	1	33	+1	+1	
370 BUDGET ANAL III	1	27	+1	+1	
401 PERSONNEL OFCR I	3	24	+1	+1	
403 PERSONNEL OFCR III	1	29	+1	+1	+1
412 PERSONNEL ANAL II	1	22	+1	+1	
416 HUMAN RELATIONS OFCR II	1	25	+1	+1	
433 RESEARCH ANAL III	1	24	+1	+1	+1
454 PUBLIC INFORMATION SPEC III	1	21	+1	+1	+1
494 CH OF STAFF TRAINING	1	29	+1	+1	
501 EXECUTIVE I	12	17	+1	+1	
502 EXECUTIVE II	8	21	+1	+1	+1
504 INMATE FINANCE OFCR	1	22	+1	+1	
507 HEALTH CARE COOR CORR	1	28	+1	+1	
552 MANAGEMENT ANALYSIS SPEC I	2	22	+1	+1	
604 LIBRARIAN	4	16	+1	+1	+1
606 SPV OF LIBRARY SERVICES CORR	1	21	+1		

614	LIBRARY ASST	2	10	+1	+1	
619	ACCREDITED RECORD TECH II	1	14	+1		
627	PERSONNEL CLERK	4	14	+1	+1	
637	BOND INVESTIGATOR I PP	6	12	+1		
638	BOND INVESTIGATOR II PP	7	14	+1		
761	ADMINISTRATIVE ANAL I	1	16	+1		
1030	FARM SPV	1	15	+1		
1032	FARM MGR I	1	19	+1		
2026	LAUNDRY SPV	4	13	+1		
2028	LAUNDRY MGR I	4	16	+1		
2061	COOK I	1	6	+1		
3005	ACADEMIC TEACHER I	1	16	+1	+1	
3006	ACADEMIC TEACHER II	4	20	+1	+1	
3007	ACADEMIC TEACHER III	46	22	+1	+1	
3011	EDUCATION SPV I	3	25	+1	+1	
3012	EDUCATION SPV II	7	27	+1	+1	
3013	DIR OF EDUCATION	1	28	+1	+1	
3015	EDUCATION COOR CORR	3	25	+1	+1	
3017	VOCATIONAL EDUCATION SPV I	1	24	+1		
3018	VOCATIONAL EDUCATION SPV II	1	26	+1		
3021	SCHOOL LIBRARIAN	3	19	+1	+1	
3045	SPECIAL EDUC TEACHER I	1	17	+1		
3046	SPECIAL EDUC TEACHER II	3	21	+1		
3047	SPECIAL EDUC TEACHER III	12	23	+1		
3061	GUIDANCE CNSLR II	2	22	+1	+1	
3070	VOCATIONAL TEACHER I	6	17	+1		
3071	VOCATIONAL TEACHER II	9	20	+1		
3072	VOCATIONAL TEACHER III	10	22	+1		
4002	DENTAL ASST	3	8	+1		
4005	DENTIST I	2	33	+1	+1	+1
4006	DENTIST II	2	35	+1	+1	+1
4007	DENTIST III	1	37	+1	+1	+1
4112	CHEMIST II	1	21	+1		
4151	MEDICAL LABORATORY TECH	1	11	+1		
4154	MEDICAL TECHNOLOGIST II	1	20	+1		
4155	MEDICAL TECHNOLOGIST III	1	23	+1		
4317	LPN I GEN	5	11	+1		
4318	LPN II GEN	31	12	+1		
4319	LPN III GEN	16	15	+1		
4320	GRADUATE NURSE I	1	18	+2		
4321	GRADUATE NURSE II	6	20	+2		
4322	GRADUATE NURSE III	7	23	+2		
4323	GRADUATE NURSE IV	11	25	+2		
4324	GRADUATE NURSE V	6	26	+2		
4334	MEDICAL ASST II CORR	28	14			+1
4400	ASSOC PSYCHOLOGIST I	9	21	+1		
4401	ASSOC PSYCHOLOGIST II	7	24	+1		
4402	PSYCHOLOGIST I	7	27	+1		
4403	PSYCHOLOGIST II	2	29	+1		
4404	PSYCHOLOGIST III	1	31	+1		
4466	SPEECH PATHOLOGIST	2	23	+1	+1	
4515	PHARMACY ASST I	1	8	+1		
4516	PHARMACY ASST II	1	12	+1		
4701	CAPITAL IMPROVEMENTS ADMSTR	1	30	+1		
5001	CORRECTIONS OFCR I	1877	14	+1		
5002	CORRECTIONS OFCR II	230	16	+1		
5003	CORRECTIONS OFCR III	90	18	+1		
5005	CORRECTIONS SPV I	51	21	+1		
5006	CORRECTIONS SPV II	12	23	+1		
5008	CORRECTIONS SUPT I	10	27	+1	+1	

5009 CORRECTIONS SUPT II	26	30	+1	+1	
5010 CORRECTIONS SUPT III	9	32	+1	+1	
5012 CORRECTIONS SUPT IV	2	33	+1	+1	
5020 CORRECTIONS CLASSIF ASST	80	16	+1		
5026 RECREATION OFCR I	35	16	+1		
5027 RECREATION OFCR II	16	18	+1		
5028 RECREATION OFCR III	8	22	+1		
5029 INST ACTIVITY COOR	10	16	+1		
5032 OUTDOOR REHAB CNSLR I	1	20	+1		
5033 OUTDOOR REHAB CNSLR II	1	22	+1		
5035 CORRECTIONS TRAINING OFCR	14	23	+1		
5042 ASST CORRECTIONS DIR AI	2	33	+1	+1	+1
5092 CORRECTIONS CASEWORKER I	78	20	+1		
5093 CORRECTIONS CASEWORKER II	14	22	+1		
5095 CORRECTIONS CASEWORK SPV	4	24	+1		
5100 FUNCTIONAL UNIT MGR CORR	42	23	+1		
5102 CENTRAL TRANSFER AUTHORITY MGR	1	26	+1	+1	
5103 INTERNAL AFFAIRS OFCR CORR	1	24	+1		
5104 CORRECTIONS INVESTIGATOR I	4	20	+1		
5105 CORRECTIONS INVESTIGATOR II	3	22	+1		
5107 CLASSIF & ASSIGNMENT MGR	1	30	+1	+1	
5108 ASST DIR CLASSIF & TREATMENT	1	33	+1	+1	+1
5116 SOCIAL SERVICES TRNE CORR	90	16	+2		
5120 PROBATION & PAROLE UNIT SPV	29	25	+1		
5121 PROBATION & PAROLE OFCR I	375	20	+1		
5122 PROBATION & PAROLE OFCR II	31	22	+1		
5123 DISTRICT SPV I PROB & PAROLE	30	26	+1		
5124 DISTRICT SPV II PROB & PAROLE	15	27	+1	+1	+1
5125 REG SPV PROB & PAROLE	6	29	+1	+1	+1
5126 ASST DIR PROB & PAROLE	1	33	+1	+1	+1
5128 PAROLE HEARING EXAMINER	3	29	+1	+1	
5311 IDENTIFICATION OFCR	1	13	+1	+1	+1
5315 RECORDS OFCR II CORR	9	17	+1		
6001 LABORER I	1	6		+1	
6002 LABORER II	1	9		+1	
6005 LABOR SPV	19	13		+1	
6011 MAINTENANCE WORKER I	3	13		+1	
6012 MAINTENANCE WORKER II	16	16		+1	
6014 MAINTENANCE SPV I	71	19		+1	
6015 MAINTENANCE SPV II	10	21		+1	
6022 TRACTOR TRAILER DRIVER I	1	15		+1	
6023 TRACTOR TRAILER DRIVER II	6	18		+1	
6026 LOCKSMITH	6	17		+1	
6031 AUTOMOTIVE MECHANIC	3	17		+1	
6034 GARAGE SPV	4	19		+1	
6056 ELECTRICIAN	1	17		+1	
6074 POWER PLANT MECHANIC	3	18		+1	
6078 SEWING EQUIPMENT MECHANIC	1	16		+1	
6087 ELECTRONICS TECH	2	18		+1	
6101 STEAM FIREMAN	27	15		+1	
6103 STATIONARY ENGR	15	20		+1	
6111 PLANT MAINTENANCE ENGR I	3	22		+1	
6112 PLANT MAINTENANCE ENGR II	7	24		+1	
6113 PLANT MAINTENANCE ENGR III	1	27		+1	
6131 FIRE & SAFETY SPEC	6	18		+1	
6132 FIRE & SAFETY INSPECTOR	1	15		+1	
6140 BUILDING ENGINEER CORR	3	22	+2	+1	
6214 INDUSTRIES TRNE	7	14	+1		
6215 INDUSTRIES SPV	37	16	+1		
6216 FACTORY MGR I	7	20	+1		

6217 FACTORY MGR II	6	23	+1	
6219 INDUSTRIES SERVICE MGR I	6	20	+1	
6220 INDUSTRIES SERVICE MGR II	2	23	+1	
6222 INDUSTRIES JOBS COOR	1	21		+1
6281 PRODUCTION SPEC I CORR	1	24	+1	
6282 PRODUCTION SPEC II CORR	1	26	+1	
6285 CORRS INDUSTRIES DISTRIB SPV	1	20		+1
6287 CORRECTIONAL INDUSTRIES REP	3	19		+1
6292 CORRECTIONAL INDUST COOR I	2	26	+1	
6293 CORRECTIONAL INDUST COOR II	1	27	+1	+1
6296 ASST DIR PRISON INDUSTRIES	1	28	+1	+1
6297 DIR PRISON INDUSTRIES	1	30	+1	+1

Total classes affected by range reassignment is 179 with a total of 4,486 employees.

Office of Administration
Division of Personnel
November 8, 1988

AGENCY - DEPARTMENT OF ECONOMIC DEVELOPMENT

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
1 CLERK I	1	5	+1		
3 CLERK III	1	11	+1		
4 CLERK IV	2	14	+1		
13 CLERK STENOGRAPHER III	1	12	+1		
21 CLERK TYPIST I	2	6	+1		
22 CLERK TYPIST II	9	8	+1		
23 CLERK TYPIST III	2	11	+1		
35 OFFICE SERVICES ASST	1	15	+1		
152 PROGRAMMER ANAL I	1	22	+1	+1	
163 SYSTEMS ANAL II	1	25	+1	+1	
301 ACCOUNT CLERK I	1	7	+1	+1	
302 ACCOUNT CLERK II	11	11	+1		
305 AUDITOR I	3	20	+1		
311 ACCOUNTANT I	7	17	+1	+1	
312 ACCOUNTANT II	3	22	+1	+1	
321 CH ACCOUNTANT	1	27	+1	+1	
369 BUDGET ANAL II	1	22	+1	+1	
385 ADMINISTRATIVE SVCS MGR JD&T	1	28	+1	+1	
412 PERSONNEL ANAL II	1	22	+1	+1	
415 HUMAN RELATIONS OFCR I	1	23	+1	+1	
432 RESEARCH ANAL II	2	21	+1	+1	
433 RESEARCH ANAL III	1	24	+1	+1	+1
451 PUBLIC INFORMATION SPEC I	1	17	+1		
452 PUBLIC INFORMATION SPEC II	1	19	+1	+1	
454 PUBLIC INFORMATION SPEC III	2	21	+1	+1	+1
458 PUBLIC INFORMATION OFCR	1	27	+1	+1	
481 TOURIST GUIDE	4	6	+1	+1	
482 TOURIST ASST	6	9	+1	+1	
483 TOURIST CENTER SPV	7	14	+1		
501 EXECUTIVE I	3	17	+1	+1	
502 EXECUTIVE II	1	21	+1	+1	+1
552 MANAGEMENT ANALYSIS SPEC I	1	22	+1	+1	
556 PLANNER I	2	21	+1	+1	
557 PLANNER II	1	24	+1	+1	
633 LOAN SERVICING OFCR	1	26	+1		
641 ASST TO DEPUTY DIR HD	1	29	+1	+1	
642 ASST TO DEP DIR PROP MGMNT	1	29	+1	+1	
643 ASST TO DEPUTY DIR OPERATIONS	1	29	+1	+1	
671 SR HOUSING DEVELOPMENT OFCR	1	22	+1		
674 MANAGEMENT SPEC HSNG DEVELOP	1	20	+1		
676 CONSTRUCTION LOAN ADMSTR	4	26	+1		
680 MORTGAGE CREDIT ANAL	2	22	+1		
683 HOUSING DEVELOPMENT APPRAISER	1	28	+1		
687 HOUSING MANAGEMENT SPEC I	1	22	+1		
688 HOUSING MANAGEMENT SPEC II	1	28	+1		
792 JOB TRAINING PRGM SPEC I	7	21	+1	+1	
793 JOB TRAINING PRGM SPEC II	7	24	+1	+1	

795 JOB TRAINING PRGM MGR	3	28	+1	+1	
836 PUBLIC UTILITY ACCOUNTANT I	2	20	+1	+1	
837 PUBLIC UTILITY ACCOUNTANT II	1	23	+1	+1	
838 CH PUBLIC UTILITY ACCOUNTANT	1	30	+1	+1	+1
841 PUBLIC UTILITY ECONOMIST	1	29	+1	+1	
842 CH ECONOMIST PC	1	33	+1	+1	
6363 PHOTOGRAPHER	1	14	+1	+1	
6373 PHOTOGRAPHIC LABORATORY TECH	1	11	+1		

Total classes affected by range reassignment is 55 with a total of 124 employees.

Office of Administration
Division of Personnel
November 8, 1988

AGENCY - DEPARTMENT OF HEALTH

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
1 CLERK I	7	5	+1		
2 CLERK II	18	7	+1		
3 CLERK III	3	11	+1		
4 CLERK IV	14	14	+1		
11 CLERK STENOGRAPHER I	1	7	+1		
12 CLERK STENOGRAPHER II	25	9	+1		
13 CLERK STENOGRAPHER III	33	12	+1		
21 CLERK TYPIST I	5	6	+1		
22 CLERK TYPIST II	130	8	+1		
23 CLERK TYPIST III	30	11	+1		
67 PHOTOGRAPHIC-MACHINE OPER	4	8	+1		
68 PHOTOGRAPHIC-MACHINE SPV	1	13	+1		
75 DUPLICATING EQUIPMENT OPER III	1	15	+1		
83 SWITCHBOARD OPER I	4	7	+1		
84 SWITCHBOARD OPER II	2	9	+1		
101 DATA ENTRY OPER I	1	7	+1		
104 DATA ENTRY SPV I	1	13	+1	+1	
131 MINI COMPUTER OPERATOR	1	11	+1		
144 PROGRAMMER III	1	25	+1	+1	
152 PROGRAMMER ANAL I	2	22	+1	+1	
153 PROGRAMMER ANAL II	7	25	+1	+1	
154 PROGRAMMER ANAL III	2	27	+1	+1	
156 MGR OF PROGRAMMING ANALYSIS	1	31	+1	+1	
164 SYSTEMS ANAL III	2	28	+1	+1	
181 DATA PROCESSING SPEC I	1	27	+1	+1	
201 STORES CLERK	3	6	+1	+1	
202 STOREKEEPER I	4	11	+1		
204 STOREKEEPER II	3	14	+1		
205 SUPPLY MANAGER I	2	18	+1		
244 OFFICE SERVICES COOR II	1	27	+1	+1	
301 ACCOUNT CLERK I	8	7	+1	+1	
302 ACCOUNT CLERK II	5	11	+1		
305 AUDITOR I	1	20	+1		
306 AUDITOR II	1	25	+1		
311 ACCOUNTANT I	4	17	+1	+1	
312 ACCOUNTANT II	3	22	+1	+1	
313 ACCOUNTANT III	1	25	+1	+1	
321 CH ACCOUNTANT	1	27	+1	+1	
369 BUDGET ANAL II	1	22	+1	+1	
401 PERSONNEL OFCR I	1	24	+1	+1	
403 PERSONNEL OFCR III	1	29	+1	+1	+1
417 HUMAN RELATIONS OFCR III	1	27	+1	+1	
432 RESEARCH ANAL II	3	21	+1	+1	
433 RESEARCH ANAL III	12	24	+1	+1	+1
434 RESEARCH ANAL IV	4	27	+1	+1	+1
454 PUBLIC INFORMATION SPEC III	3	21	+1	+1	+1
493 TRAINING TECH III	1	27	+1	+1	

501 EXECUTIVE I	2	17	+1	+1	
502 EXECUTIVE II	3	21	+1	+1	+1
505 FISCAL SERVICES ADMSTR	2	28	+1	+1	
510 HOSPITAL MANAGEMENT ASST	1	27	+1	+1	
512 ASST SUPT II ADMIN	1	32	+1	+1	
557 PLANNER II	1	24	+1	+1	
574 HEALTH PROGRAM REP I	10	17	+1		
575 HEALTH PROGRAM REP II	27	20	+1		
576 HEALTH PROGRAM REP III	18	23	+1		
581 SPV OF VOLUNTEER SERVICES	1	16		+1	
584 DIR OF VITAL RECORDS	1	28	+1	+1	
592 HEALTH PLANNING SPEC II	3	23	+1		
593 HEALTH PLANNING SPEC III	1	26	+1		
619 ACCREDITED RECORD TECH II	1	14	+1		
620 MEDICAL RECORDS ADMSTR I	2	17	+1	+1	
623 RESOURCES INVESTIGATOR I	1	16	+1		
627 PERSONNEL CLERK	3	14	+1	+1	
655 SECURITY OFCR I	1	11	+1		
883 INDUSTRIAL HYGIENIST I	3	23	+1		
884 INDUSTRIAL HYGIENIST II	1	26	+1		
2002 CUSTODIAL WORKER II	1	6	+1		
2003 CUSTODIAL WORK SPV	3	9	+1	+1	
2005 HOUSEKEEPER II	2	19	+1	+1	
2024 LAUNDRY WORKER II	2	6	+1		
2026 LAUNDRY SPV	1	13	+1		
2061 COOK I	5	6	+1		
2074 FOOD SERVICE HELPER II	2	6	+1		
2104 DIETITIAN IV	1	26	+1		
3047 SPECIAL EDUC TEACHER III	1	23	+1		
4005 DENTIST I	1	33	+1	+1	+1
4007 DENTIST III	1	37	+1	+1	+1
4026 DIR BUR OF DENTAL HEALTH	1	39	+1	+1	+1
4102 LABORATORY ASST	6	5	+1		
4104 PUBLIC HLTH LAB SCIENTIST I	6	18	+1		
4105 PUBLIC HLTH LAB SCIENTIST II	25	21	+1		
4106 PUBLIC HLTH LAB SCIENTIST III	11	24	+1		
4107 PUBLIC HLTH LAB SCIENTIST IV	7	28	+1		
4108 ASST PUBLIC HEALTH LAB DIR	1	29	+1	+1	
4109 PUBLIC HEALTH LABORATORY DIR	1	34	+1	+1	
4151 MEDICAL LABORATORY TECH	6	11	+1		
4153 MEDICAL TECHNOLOGIST I	2	17	+1		
4154 MEDICAL TECHNOLOGIST II	6	20	+1		
4155 MEDICAL TECHNOLOGIST III	3	23	+1		
4156 MEDICAL TECHNOLOGIST IV	1	25	+1	+1	
4158 MEDICAL LABORATORY MGR	1	30	+1	+1	
4280 MEDICAL SPEC I	1	15	+1		
4281 MEDICAL SPEC II	6	17	+1		
4285 MEDICAL DIR I	2	19	+1		
4286 MEDICAL DIR II	1	20	+1		
4312 NURSING ASST II	30	9			+1
4317 LPN I GEN	1	11	+1		
4318 LPN II GEN	22	12	+1		
4319 LPN III GEN	46	15	+1		
4320 GRADUATE NURSE I	1	18	+2		
4321 GRADUATE NURSE II	2	20	+2		
4322 GRADUATE NURSE III	18	23	+2		
4323 GRADUATE NURSE IV	13	25	+2		
4324 GRADUATE NURSE V	2	26	+2		
4325 GRADUATE NURSE VI	1	28	+2		
4326 GRADUATE NURSE VII	1	30	+2		

4347	RESPIRATORY THER I	7	16	+1		
4348	RESPIRATORY THER II	3	21	+1		
4349	RESPIRATORY THERAPY DIR	1	25	+1	+1	
4358	CH OF NRSNG CRIPPLED CHLD SVCS	1	27	+2		
4370	COMMUNITY HEALTH NURSE I	2	17	+2		
4371	COMMUNITY HEALTH NURSE II	1	19	+2		
4372	COMMUNITY HEALTH NURSE III	25	22	+2		
4373	COMMUNITY HEALTH NURSE IV	10	24	+2		
4374	COMMUNITY HEALTH NURSE V	8	25	+2		
4376	CNSLT COMMUNITY HEALTH NURSE	14	27	+2		
4377	COMMUNITY HEALTH NURSE PRACTNR	1	24	+2		
4378	ASST DIR BUR CMNTY HLTH NRSNG	1	28	+2		
4379	DIR BUR OF CMNTY HLTH NRSNG	1	30	+2		
4401	ASSOC PSYCHOLOGIST II	1	24	+1		
4402	PSYCHOLOGIST I	1	27	+1		
4403	PSYCHOLOGIST II	1	29	+1		
4418	ACTIVITY AIDE I	2	6			+1
4419	ACTIVITY AIDE II	1	9			+1
4422	CERT OCCUPATIONAL THERAPY ASST	1	12	+1		
4423	OCCUPATIONAL THER I	3	21	+1		
4424	OCCUPATIONAL THER II	2	24	+1		
4425	OCCUPATIONAL THER III	1	26	+1		
4431	PHYSICAL THER I	1	21	+1		
4432	PHYSICAL THER II	1	24	+1		
4433	PHYSICAL THER III	1	26	+1		
4463	RECREATIONAL THER I	1	18	+1		
4466	SPEECH PATHOLOGIST	4	23	+1	+1	
4467	SPEECH & LANGUAGE PROGRAM COOR	1	24	+1	+1	
4473	SPEECH & HEARING PATHOLOGIST	5	23	+1	+1	
4475	CH SPEECH & HEARING SVCS	1	27	+1	+1	
4501	PHARMACIST	2	25	+1		
4502	PHARMACY SPV	1	28	+1	+1	
4504	PHARMACEUTICAL CNSLT	1	28	+1	+1	
4506	MEDICAL LIBRARIAN	1	17	+1	+1	
4515	PHARMACY ASST I	3	8	+1		
4518	DIR BUR NARCOTICS & DANG DRUGS	1	30	+1	+1	+1
4519	EMERGENCY MEDICAL SVCS TECH I	10	20	+1		
4520	EMERGENCY MEDICAL SVCS TECH II	3	23	+1		
4521	FOOD PROGRAM ADMSTR HEALTH	2	28	+1	+1	
4522	ASSOC SUPPL FOOD PRGM ADMSTR	1	26	+1		
4527	NUTRITION SPEC HLTH	3	26	+1		
4531	MGR SECT OF FOOD & NUTRI SVCS	1	31	+1	+1	
4532	MATERNAL & CHILD HEALTH ADMSTR	1	29	+1		
4533	HOME HEALTH LIC & CERT DIR	1	29	+1		
4542	HEALTH PROGRAM ADMSTR	2	28	+1	+1	
4551	HEALTH FACILITIES ARCHITECT	1	29	+2	+1	
4553	DENTAL HEALTH SPEC II	3	20	+1		
4556	HEALTH EDUCATOR II	5	20	+1		
4557	HEALTH EDUCATOR III	3	23	+1		
4559	DIR COMMUNITY HEALTH EDUC	1	28	+1	+1	
4560	HOSPITAL LIC & CERT DIR	1	29	+2	+1	
4561	ENVIRONMENTAL EPIDEM PRGM ADM	1	29	+1	+1	
4565	CNSLT EPIDEMIOLOGIST	2	31	+1		
4567	CANCER EPIDEM & CNTRL PRGM ADM	1	29	+1		
4568	DIR BUR OF VETERINARY PUB HLTH	1	34	+1		
4569	DIR BUR OF CHRONIC DISEASES	1	28	+1	+1	
4571	DISEASE CTRL PRGM ADMSTR	2	28	+1	+1	+1
4572	ASST DIS CONTROL PRGM ADMSTR	1	26	+1		
4573	DIR SEC LOCAL HEALTH SVCS	1	31	+1	+1	
4575	ASST TO DIV DIR HLTH	3	31	+1	+1	

4576	DISTRICT HEALTH ADMSTR	6	28	+1	+1
4578	DIR BUR OF EMERG MEDICAL SVCS	1	29	+1	
4613	ENVIRONMENTAL SANITARIAN II	13	21	+1	
4614	ENVIRONMENTAL SANITARIAN III	7	23	+1	
4615	ENVIRONMENTAL SANITARIAN IV	7	25	+1	
4616	ENVIRONMENTAL SANITARIAN V	5	26	+1	
4619	ENVIRONMENTAL SPEC II	3	21	+1	
4620	ENVIRONMENTAL SPEC III	1	24	+1	
4634	RADIOLOGICAL HEALTH ANAL II	3	22	+1	
4635	RADIOLOGICAL HEALTH ANAL III	2	25	+1	
4636	RADIOLOGICAL HEALTH PRG ADMSTR	1	27	+1	+1
4637	ASST DIR BUR OF CMNTY SAN	1	28	+1	
4638	DIR BUR OF CMNTY SANITATION	1	31	+1	
5263	COUNSEL	1	32	+1	
5284	CLINICAL SOCIAL WORKER I	1	20	+1	
5285	CLINICAL SOCIAL WORKER II	7	22	+1	
5286	CLINICAL SOCIAL WORK SPV	1	24	+1	
5287	CLINICAL SOCIAL WORK COOR	1	26	+1	
6001	LABORER I	3	6		+1
6002	LABORER II	1	9		+1
6005	LABOR SPV	1	13		+1
6011	MAINTENANCE WORKER I	2	13		+1
6012	MAINTENANCE WORKER II	9	16		+1
6015	MAINTENANCE SPV II	1	21		+1
6031	AUTOMOTIVE MECHANIC	1	17		+1
6035	REFRIGERATION MECHANIC I	1	18		+1
6036	REFRIGERATION MECHANIC II	1	20		+1
6052	CARPENTER	1	17		+1
6066	PAINTER	2	17		+1
6070	PLUMBER	1	17		+1
6074	POWER PLANT MECHANIC	1	18		+1
6087	ELECTRONICS TECH	3	18		+1
6106	ASST OPERATING ENGR TES	3	19		+1
6107	OPERATING ENGR TES	3	21		+1
6111	PLANT MAINTENANCE ENGR I	1	22		+1
6113	PLANT MAINTENANCE ENGR III	1	27		+1
6131	FIRE & SAFETY SPEC	1	18		+1
7339	COMMUNICATIONS OFCR I	1	18	+1	
7340	COMMUNICATIONS OFCR II	1	22	+1	

Total classes affected by range reassignment is 206 with a total of 952 employees.

Office of Administration
Division of Personnel
November 8, 1988

AGENCY - DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
1 CLERK I	12	5	+1		
2 CLERK II	24	7	+1		
3 CLERK III	15	11	+1		
4 CLERK IV	14	14	+1		
11 CLERK STENOGRAPHER I	6	7	+1		
12 CLERK STENOGRAPHER II	38	9	+1		
13 CLERK STENOGRAPHER III	26	12	+1		
21 CLERK TYPIST I	4	6	+1		
22 CLERK TYPIST II	95	8	+1		
23 CLERK TYPIST III	15	11	+1		
26 COMPOSING EQUIPMENT OPER II	1	13	+1		
28 COMPOSITION & DESIGN SPV	1	16	+1		
57 AUXILIARY EQUIPMENT OPER I	1	7	+1		
60 MAILING EQUIPMENT OPER	4	11	+1		
67 PHOTOGRAPHIC-MACHINE OPER	2	8	+1		
74 DUPLICATING EQUIPMENT OPER II	7	12	+1		
75 DUPLICATING EQUIPMENT OPER III	3	15	+1		
83 SWITCHBOARD OPER I	1	7	+1		
84 SWITCHBOARD OPER II	2	9	+1		
101 DATA ENTRY OPER I	10	7	+1		
104 DATA ENTRY SPV I	5	13	+1	+1	
105 DATA ENTRY SPV II	2	16	+1	+1	
106 DATA ENTRY SPV III	1	20	+1	+1	
119 DATA CONTROL CLERK II	1	11	+1		
134 COMPUTER OPER II	5	16	+1		
135 COMPUTER OPER III	4	20	+1		
136 COMPUTER OPERATIONS SPV I	3	22	+1		
137 COMPUTER OPERATIONS SPV II	1	26	+1		
143 PROGRAMMER II	3	22	+1	+1	
144 PROGRAMMER III	2	25	+1	+1	
153 PROGRAMMER ANAL II	14	25	+1	+1	
154 PROGRAMMER ANAL III	14	27	+1	+1	
155 PROGRAMMING ANALYSIS SPV	4	29	+1	+1	
172 SYSTEMS PROGRAMMER I	1	25	+1	+1	
173 SYSTEMS PROGRAMMER II	2	27	+1	+1	
175 TECHNICAL SUPPORT SPV	1	29	+1	+1	
176 MGR OF TECHNICAL SUPPORT	1	31	+1	+1	
197 DATA PROCESSING MGR I	1	32	+1	+1	
201 STORES CLERK	1	6	+1	+1	
234 CH OF OFFICE SVCS	1	29	+1	+1	
236 PROCUREMENT OFCR I	1	22	+1	+1	
243 OFFICE SERVICES COOR I	1	25	+1	+1	
302 ACCOUNT CLERK II	3	11	+1		
311 ACCOUNTANT I	3	17	+1	+1	
312 ACCOUNTANT II	4	22	+1	+1	
313 ACCOUNTANT III	3	25	+1	+1	
321 CH ACCOUNTANT	2	27	+1	+1	

339 CH OF FINANCIAL MGMNT ES	1	29	+1	+1	
402 PERSONNEL OFCR II	1	27	+1	+1	
403 PERSONNEL OFCR III	1	29	+1	+1	+1
415 HUMAN RELATIONS OFCR I	1	23	+1	+1	
416 HUMAN RELATIONS OFCR II	1	25	+1	+1	
428 CH OF RESEARCH & REPORTING	1	29	+1	+1	+1
431 RESEARCH ANAL I	1	17	+1	+1	
432 RESEARCH ANAL II	9	21	+1	+1	
433 RESEARCH ANAL III	10	24	+1	+1	+1
434 RESEARCH ANAL IV	5	27	+1	+1	+1
458 PUBLIC INFORMATION OFCR	1	27	+1	+1	
463 LABOR ECONOMIST	1	27	+1	+1	
493 TRAINING TECH III	1	27	+1	+1	
494 CH OF STAFF TRAINING	1	29	+1	+1	
498 EDITOR	1	23	+1	+1	
501 EXECUTIVE I	5	17	+1	+1	
502 EXECUTIVE II	3	21	+1	+1	+1
540 BUILDING MGR I	1	22	+1		
552 MANAGEMENT ANALYSIS SPEC I	3	22	+1	+1	
692 TELECOMMUN TECH II	2	20	+1	+1	
695 TELECOMMUN ANAL III	2	25	+1	+1	
696 TELECOMMUN ANAL IV	1	29	+1	+1	
701 ES DEPUTY I	137	10	+1		
702 ES DEPUTY II	66	13	+1		
703 ES TECH	280	15	+1		
704 ES SPV I	38	18	+1		
705 ES SPV II	25	20	+1		
706 ES SPV III	18	23	+1		
707 ES SPV IV	12	26	+1		
709 DISABLED VETERANS REP	44	15	+1		
710 EMPLOYER SVCS REP I	5	16	+1		
711 EMPLOYER SVCS REP II	45	18	+1		
712 EMPLOYER SVCS REP III	2	20	+1		
713 CH OF PROGRAMS ES OPERATIONS	2	29	+1	+1	
714 FIELD AUDITOR I	16	17	+1		
715 FIELD AUDITOR II	69	20	+1		
716 FIELD AUDITOR III	3	23	+1		
717 FIELD AUDITOR IV	9	26	+1		
719 CLAIMS EXAMINER	17	13	+1		
720 CLAIMS TECH	204	15	+1		
721 CLAIMS SPV I	28	18	+1		
722 CLAIMS SPV II	22	20	+1		
723 CLAIMS SPV III	15	23	+1		
724 CLAIMS SPV IV	10	26	+1		
725 CH OF BENEFITS	1	29	+1	+1	
726 CH OF PROGRAMS UI OPERATIONS	1	29	+1	+1	
727 CLAIMS AUDITOR	10	17	+1		
729 CONTRIBUTIONS DEPUTY	21	13	+1		
731 CONTRIBUTIONS TECH	41	15	+1		
733 CONTRIBUTIONS SPV II	11	20	+1		
734 CONTRIBUTIONS SPV III	7	23	+1		
735 CONTRIBUTIONS SPV IV	3	26	+1		
737 CH OF CONTRIBUTIONS	2	29	+1	+1	
738 ASST ES DIR ADMINISTRATION	1	33	+1	+1	
739 ASST ES DIR FIELD OPERATIONS	1	33	+1	+1	
740 ASST ES DIR ES PROGRAMS	1	33	+1	+1	
741 ASST ES DIR UNEMPLOYMENT INS	1	33	+1	+1	
745 ES MGR I	11	21	+1		
746 ES MGR II	13	23	+1		
747 ES MGR III	9	25	+1		

748 ES MGR IV	4	27	+1	
749 ES MGR V	5	30	+1	
752 APPEALS REFEREE II	16	26	+1	
753 APPEALS REFEREE III	13	28	+1	
754 APPEALS REFEREE IV	4	31	+1	+1
755 CH APPEALS REFEREE	1	33	+1	+1
757 MANAGEMENT ANAL II ES	2	23	+1	
758 MANAGEMENT ANAL III ES	1	26	+1	
759 CH OF QUALITY CONTROL	1	29	+1	+1
761 ADMINISTRATIVE ANAL I	2	16	+1	
762 ADMINISTRATIVE ANAL II	4	20	+1	
763 ADMINISTRATIVE ANAL III	1	24	+1	
764 CH OF ADMINISTRATIVE ANALYSIS	1	29	+1	+1
770 ES AIDE II	2	10	+1	
771 ES AIDE III	1	13	+1	
782 OCCUPATIONAL ANAL II	5	19	+1	
783 OCCUPATIONAL ANAL III	1	22	+1	
784 OCCUPATIONAL ANAL IV	1	24	+1	
785 EMPLOYMENT CNSLR I	13	16	+1	
786 EMPLOYMENT CNSLR II	32	19	+1	
789 EMPLOYMENT COUNSELING SPV	1	26	+1	
793 JOB TRAINING PRGM SPEC II	1	24	+1	+1
876 MINE SAFETY INSTRUCTOR	2	21	+1	
879 SAFETY CNSLT	5	21	+1	
881 SAFETY CNSLT SPV	1	23	+1	
883 INDUSTRIAL HYGIENIST I	3	23	+1	
884 INDUSTRIAL HYGIENIST II	1	26	+1	
891 LABOR STANDARDS REP	1	17	+1	
895 MINE INSPECTOR	3	22	+1	
898 ASST DIR FOR OCCUPATIONAL SFTY	1	25	+1	
6011 MAINTENANCE WORKER I	3	13		+1
6012 MAINTENANCE WORKER II	2	16		+1
6014 MAINTENANCE SPV I	1	19		+1
6015 MAINTENANCE SPV II	2	21		+1

Total classes affected by range reassignment is 141 with a total of 1,756 employees.

Office of Administration
Division of Personnel
November 8, 1988

AGENCY - DEPARTMENT OF MENTAL HEALTH

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
1 CLERK I	3	5	+1		
2 CLERK II	35	7	+1		
3 CLERK III	14	11	+1		
4 CLERK IV	22	14	+1		
11 CLERK STENOGRAPHER I	3	7	+1		
12 CLERK STENOGRAPHER II	153	9	+1		
13 CLERK STENOGRAPHER III	115	12	+1		
21 CLERK TYPIST I	21	6	+1		
22 CLERK TYPIST II	425	8	+1		
23 CLERK TYPIST III	93	11	+1		
25 COMPOSING EQUIPMENT OPER I	1	11	+1		
35 OFFICE SERVICES ASST	1	15	+1		
67 PHOTOGRAPHIC-MACHINE OPER	1	8	+1		
73 DUPLICATING EQUIPMENT OPER I	2	9	+1		
74 DUPLICATING EQUIPMENT OPER II	3	12	+1		
75 DUPLICATING EQUIPMENT OPER III	5	15	+1		
76 DUPLICATING SPV I	2	17	+1		
83 SWITCHBOARD OPER I	49	7	+1		
84 SWITCHBOARD OPER II	10	9	+1		
101 DATA ENTRY OPER I	7	7	+1		
104 DATA ENTRY SPV I	5	13	+1	+1	
105 DATA ENTRY SPV II	1	16	+1	+1	
116 DATA PROCESSING CLK LIBRARIAN	1	7	+1		
118 DATA CONTROL CLERK I	3	7	+1		
119 DATA CONTROL CLERK II	1	11	+1		
131 MINI-COMPUTER OPERATOR	10	11	+1		
132 COMPUTER OPER TRNE	1	8	+1		
133 COMPUTER OPER I	1	12	+1		
134 COMPUTER OPER II	3	16	+1		
135 COMPUTER OPER III	3	20	+1		
136 COMPUTER OPERATIONS SPV I	3	22	+1		
137 COMPUTER OPERATIONS SPV II	1	26	+1		
138 MGR OF DP OPERATIONS	1	29	+1	+1	
141 PROGRAMMER TRNE	1	13	+1	+1	
142 PROGRAMMER I	11	17	+1	+1	
143 PROGRAMMER II	6	22	+1	+1	
151 PROGRAMMER ANALYST TRNE	3	19	+1	+1	
152 PROGRAMMER ANAL I	13	22	+1	+1	
153 PROGRAMMER ANAL II	22	25	+1	+1	
154 PROGRAMMER ANAL III	13	27	+1	+1	
156 MGR OF PROGRAMMING ANALYSIS	2	31	+1	+1	
163 SYSTEMS ANAL II	5	25	+1	+1	
164 SYSTEMS ANAL III	10	28	+1	+1	
167 MGR OF SYSTEMS ANALYSIS	1	31	+1	+1	
173 SYSTEMS PROGRAMMER II	2	27	+1	+1	
176 MGR OF TECHNICAL SUPPORT	1	31	+1	+1	
181 DATA PROCESSING SPEC I	4	27	+1	+1	

182 DATA PROCESSING SPEC II	1	30	+1	+1	
197 DATA PROCESSING MGR I	1	32	+1	+1	
198 DATA PROCESSING MGR II	1	33	+1		
201 STORES CLERK	52	6	+1	+1	
202 STOREKEEPER I	51	11	+1		
204 STOREKEEPER II	25	14	+1		
205 SUPPLY MANAGER I	9	18	+1		
301 ACCOUNT CLERK I	38	7	+1	+1	
302 ACCOUNT CLERK II	92	11	+1		
305 AUDITOR I	5	20	+1		
306 AUDITOR II	3	25	+1		
307 AUDITOR III	2	28	+1	+1	
308 AUDIT SERVICES MGR	1	31	+1		
311 ACCOUNTANT I	41	17	+1	+1	
312 ACCOUNTANT II	22	22	+1	+1	
321 CH ACCOUNTANT	11	27	+1	+1	
330 ASST CONTROLLER MH	1	28	+1	+1	
331 REIMBURSEMENT ADMSTR	1	29	+1		
332 CONTROLLER MH	1	32	+1		
352 ACCOUNTING ANAL I	1	20	+1	+1	
353 ACCOUNTING ANAL II	2	23	+1	+1	
354 ACCOUNTING ANAL III	4	27	+1	+1	
369 BUDGET ANAL II	1	22	+1	+1	
401 PERSONNEL OFCR I	1	24	+1	+1	
402 PERSONNEL OFCR II	13	27	+1	+1	
404 PERSONNEL OFCR IV	1	31	+1	+1	
412 PERSONNEL ANAL II	12	22	+1	+1	
416 HUMAN RELATIONS OFCR II	1	25	+1	+1	
418 HUMAN RELATIONS OFCR IV	1	29	+1		
431 RESEARCH ANAL I	1	17	+1	+1	
432 RESEARCH ANAL II	1	21	+1	+1	
433 RESEARCH ANAL III	1	24	+1	+1	+1
445 MANPOWER PLNG & EVAL OFCR	1	28	+1		
454 PUBLIC INFORMATION SPEC III	1	21	+1	+1	+1
458 PUBLIC INFORMATION OFCR	1	27	+1	+1	
491 TRAINING TECH I	2	21	+1	+1	
492 TRAINING TECH II	19	24	+1	+1	
501 EXECUTIVE I	6	17	+1	+1	
502 EXECUTIVE II	10	21	+1	+1	+1
510 HOSPITAL MANAGEMENT ASST	11	27	+1	+1	
511 ASST SUPT I ADMIN	1	30	+1	+1	
512 ASST SUPT II ADMIN	9	32	+1	+1	
514 DEP DIR ADMIN MH	1	37	+1		
552 MANAGEMENT ANALYSIS SPEC I	4	22	+1	+1	
566 REG CENTER DIR DD	10	33	+1	+1	
570 PROGRAM PLNG & EVAL SPEC II	4	26	+1		
571 PROGRAM PLNG & EVAL SPEC III	1	29	+1		
581 SPV OF VOLUNTEER SERVICES	6	16		+1	
586 ASST CENTER DIR ADMIN	12	25	+1		
604 LIBRARIAN	3	16	+1	+1	+1
614 LIBRARY ASST	1	10	+1	+1	
618 ACCREDITED RECORD TECH I	16	12	+1		
619 ACCREDITED RECORD TECH II	16	14	+1		
620 MEDICAL RECORDS ADMSTR I	2	17	+1	+1	
621 MEDICAL RECORDS ADMSTR II	6	22	+1	+1	
623 RESOURCES INVESTIGATOR I	41	16	+1		
624 RESOURCES INVESTIGATOR II	11	19	+1		
627 PERSONNEL CLERK	13	14	+1	+1	
655 SECURITY OFCR I	96	11	+1		
656 SECURITY OFCR II	16	13	+1		

657 SECURITY OFCR III	2	15	+1		
658 CH SECURITY OFCR	9	19	+1		
1051 GROUNDSKEEPER I	6	9	+1		
1052 GROUNDSKEEPER II	3	12	+1		
1207 MUSEUM CURATOR	1	18	+1	+1	
2002 CUSTODIAL WORKER II	44	6	+1		
2003 CUSTODIAL WORK SPV	31	9	+1	+1	
2004 HOUSEKEEPER I	6	15	+1	+1	
2005 HOUSEKEEPER II	7	19	+1	+1	
2024 LAUNDRY WORKER II	18	6	+1		
2026 LAUNDRY SPV	5	13	+1		
2028 LAUNDRY MGR I	1	16	+1		
2029 LAUNDRY MGR II	5	20	+1		
2061 COOK I	44	6	+1		
2071 DINING ROOM SPV	30	9	+1	+1	
2074 FOOD SERVICE HELPER II	45	6	+1		
2103 DIETITIAN III	6	24	+1		
2104 DIETITIAN IV	7	26	+1		
2107 DIETARY SERVICES COOR MH	1	28	+1		
3005 ACADEMIC TEACHER I	1	16	+1	+1	
3006 ACADEMIC TEACHER II	1	20	+1	+1	
3007 ACADEMIC TEACHER III	4	22	+1	+1	
3011 EDUCATION SPV I	2	25	+1	+1	
3012 EDUCATION SPV II	2	27	+1	+1	
3046 SPECIAL EDUC TEACHER II	4	21	+1		
3047 SPECIAL EDUC TEACHER III	22	23	+1		
3061 GUIDANCE CNSLR II	5	22	+1	+1	
3070 VOCATIONAL TEACHER I	4	17	+1		
3071 VOCATIONAL TEACHER II	4	20	+1		
3072 VOCATIONAL TEACHER III	4	22	+1		
4001 CERT DENTAL ASST	2	11	+1		
4002 DENTAL ASST	7	8	+1		
4003 DENTAL HYGIENIST	5	17	+1		
4005 DENTIST I	1	33	+1	+1	+1
4006 DENTIST II	4	35	+1	+1	+1
4007 DENTIST III	3	37	+1	+1	+1
4102 LABORATORY ASST	1	5	+1		
4151 MEDICAL LABORATORY TECH	4	11	+1		
4153 MEDICAL TECHNOLOGIST I	6	17	+1		
4154 MEDICAL TECHNOLOGIST II	6	20	+1		
4155 MEDICAL TECHNOLOGIST III	6	23	+1		
4156 MEDICAL TECHNOLOGIST IV	1	25	+1	+1	
4277 PSYCHIATRIST I	12	15	+2	+1	
4278 PSYCHIATRIST II	26	17	+2	+1	
4279 SR PSYCHIATRIST	11	19	+2	+1	
4280 MEDICAL SPEC I	1	15	+1		
4281 MEDICAL SPEC II	8	17	+1		
4282 MEDICAL CNSLT	1	19	+1		
4285 MEDICAL DIR I	11	19	+1		
4286 MEDICAL DIR II	6	20	+1		
4287 MEDICAL DIR III	2	21	+2	+1	
4302 SECURITY ATTENDANT	39	13	+1		
4303 SECURITY AIDE I PSY	183	14	+1		
4304 SECURITY AIDE II PSY	69	16	+1		
4305 SECURITY AIDE III PSY	10	19	+1		
4307 PSYCHIATRIC AIDE I	937	6			+1
4308 PSYCHIATRIC AIDE II	165	9			+1
4309 PSYCHIATRIC AIDE III	12	12			+1
4317 LPN I GEN	34	11	+1		
4318 LPN II GEN	309	12	+1		

4319 LPN III GEN	16	15	+1	
4320 GRADUATE NURSE I	23	18	+2	
4321 GRADUATE NURSE II	126	20	+2	
4322 GRADUATE NURSE III	325	23	+2	
4323 GRADUATE NURSE IV	151	25	+2	
4324 GRADUATE NURSE V	49	26	+2	
4325 GRADUATE NURSE VI	15	28	+2	
4326 GRADUATE NURSE VII	8	30	+2	
4328 CLINICAL NURSE CNSLT MH	3	28	+2	
4330 PSYCHIATRIC NURSING CNSLT MH	1	30	+2	
4380 DEVELOPMENTAL ASST I	1730	6		+1
4381 DEVELOPMENTAL ASST II	468	9		+1
4382 DEVELOPMENTAL ASST III	95	12		+1
4400 ASSOC PSYCHOLOGIST I	31	21	+1	
4401 ASSOC PSYCHOLOGIST II	51	24	+1	
4402 PSYCHOLOGIST I	70	27	+1	
4403 PSYCHOLOGIST II	20	29	+1	
4404 PSYCHOLOGIST III	7	31	+1	
4407 HABILITATION TECH	93	16	+1	+1
4408 HABILITATION SPEC	79	20	+1	+1
4409 HABILITATION SPV	14	22	+1	+1
4410 HABILITATION PROGRAM MGR	9	24	+1	+1
4418 ACTIVITY AIDE I	43	6		+1
4419 ACTIVITY AIDE II	92	9		+1
4420 ACTIVITY AIDE III	30	12		+1
4421 ACTIVITY THER	9	14		+1
4422 CERT OCCUPATIONAL THERAPY ASST	14	12	+1	
4423 OCCUPATIONAL THER I	32	21	+1	
4424 OCCUPATIONAL THER II	15	24	+1	
4425 OCCUPATIONAL THER III	4	26	+1	
4427 ACTIVITY THERAPY COOR	6	27	+1	
4431 PHYSICAL THER I	4	21	+1	
4432 PHYSICAL THER II	5	24	+1	
4433 PHYSICAL THER III	4	26	+1	
4443 CONTRACTS COOR MH	2	29	+1	+1
4445 CASE MGR I DD	64	18	+1	
4446 CASE MGR II DD	89	20	+1	
4447 CASE MGR III DD	33	22	+1	
4448 CASE MANAGEMENT/ASSESSMENT SPV	32	24	+1	
4455 MUSIC THER I	9	18	+1	
4456 MUSIC THER II	2	21	+1	
4457 MUSIC THER III	3	23	+1	
4463 RECREATIONAL THER I	57	18	+1	
4464 RECREATIONAL THER II	27	21	+1	
4465 RECREATIONAL THER III	3	23	+1	
4466 SPEECH PATHOLOGIST	20	23	+1	+1
4467 SPEECH & LANGUAGE PROGRAM COOR	1	24	+1	+1
4471 SPEECH & LANGUAGE CLINICIAN I	1	17	+1	+1
4472 SPEECH & LANGUAGE CLINICIAN II	13	19	+1	+1
4496 SUBSTANCE ABUSE CENTER COOR	1	25	+1	
4498 ALCOHOL & DRUG ABUSE COOR	4	29	+1	
4501 PHARMACIST	13	25	+1	
4502 PHARMACY SPV	9	28	+1	+1
4503 PHARMACY DIRECTOR	4	30	+1	+1
4505 CLINICAL PHARMACIST	13	26	+1	+1
4506 MEDICAL LIBRARIAN	5	17	+1	+1
4507 MENTAL HEALTH COOR I	16	25	+1	
4508 MENTAL HEALTH COOR II	3	27	+1	
4515 PHARMACY ASST I	19	8	+1	
4516 PHARMACY ASST II	8	12	+1	

4540	DIR OF FORENSIC SVCS MH	1	30	+1	
4541	PROGRAM COOR DD	6	29	+1	
4543	DIR PATIENT ADM DISCH & TRANSF	1	30	+1	
4545	UNIT PROGRAM SPV DD	49	23	+1	+1
4546	DIR OF SVCS FOR CHLD & YTH PSY	1	33	+1	
4581	COOR OF TREATMENT SVCS PSYCH	4	30	+1	
4582	SUPT II MH FACILITY	2	36	+1	+1
4583	ASST SUPT I TRMNT	1	30	+1	+1
4584	ASST SUPT II TRMNT	4	32	+1	+1
4585	UNIT MGR MH	37	27	+1	+1
4586	QUALITY ASSURANCE OFCR MH	12	28	+1	
4587	DIR OF YOUTH CENTER PSYCH	3	31	+1	
4588	ASST CENTER DIR TRMNT	11	27	+1	+1
4590	REG PROGRAM SPEC DD	9	25	+1	+1
4592	LICENSURE & CERT DIR MH	1	30	+1	
4595	REG LICENSURE DIR MH	2	28	+1	
4596	STAFF DEVELOPMENT OFCR MH	12	25	+1	+1
4598	STAFF DEVELOPMENT COOR MH	1	28	+1	
4613	ENVIRONMENTAL SANITARIAN II	6	21	+1	
4744	CAPITAL IMPROVEMENTS TECH	1	22	+1	
5076	YOUTH SPEC I	1	14	+1	
5077	YOUTH SPEC II	3	16	+1	
5278	CLINICAL CASEWORK ASST I	26	15	+1	
5279	CLINICAL CASEWORK ASST II	45	17	+1	
5280	CLINICAL SOCIAL WORK SPEC	2	23	+1	
5284	CLINICAL SOCIAL WORKER I	72	20	+1	
5285	CLINICAL SOCIAL WORKER II	177	22	+1	
5286	CLINICAL SOCIAL WORK SPV	37	24	+1	
5287	CLINICAL SOCIAL WORK COOR	7	26	+1	
5288	DIR OF PSYCHIATRIC SOCIAL WORK	8	28	+1	+1
5289	REG COMMUNITY SERVICES DIR	4	28	+1	
5290	REG PLACEMENT & SERVICES DIR	2	29	+1	
5291	COMMUNITY PLCMNT COOR PSYCH	1	30	+1	
5390	HEARINGS OFFICER	1	24	+1	
6001	LABORER I	44	6		+1
6002	LABORER II	32	9		+1
6005	LABOR SPV	2	13		+1
6011	MAINTENANCE WORKER I	35	13		+1
6012	MAINTENANCE WORKER II	83	16		+1
6014	MAINTENANCE SPV I	23	19		+1
6015	MAINTENANCE SPV II	6	21		+1
6026	LOCKSMITH	7	17		+1
6031	AUTOMOTIVE MECHANIC	4	17		+1
6035	REFRIGERATION MECHANIC I	17	18		+1
6036	REFRIGERATION MECHANIC II	9	20		+1
6052	CARPENTER	23	17		+1
6054	CARPENTER SPV	3	19		+1
6056	ELECTRICIAN	25	17		+1
6058	ELECTRICIAN SPV	2	19		+1
6060	MACHINIST	1	17		+1
6065	PLASTERER	10	17		+1
6066	PAINTER	25	17		+1
6068	PAINTER SPV	2	19		+1
6070	PLUMBER	18	17		+1
6072	PLUMBER SPV	2	19		+1
6074	POWER PLANT MECHANIC	10	18		+1
6080	SHEET METAL WORKER	3	17		+1
6087	ELECTRONICS TECH	1	18		+1
6101	STEAM FIREMAN	19	15		+1
6103	STATIONARY ENGR	31	20		+1

6111 PLANT MAINTENANCE ENGR I	11	22	+1
6112 PLANT MAINTENANCE ENGR II	7	24	+1
6113 PLANT MAINTENANCE ENGR III	8	27	+1
6131 FIRE & SAFETY SPEC	8	18	+1
6342 GRAPHIC ARTS SPEC II	1	15	+1

Total classes affected by range reassignment is 292 with a total of 9,132 employees.

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November 8, 1988

AGENCY - DEPARTMENT OF NATURAL RESOURCES

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
1 CLERK I	1	5	+1		
2 CLERK II	2	7	+1		
3 CLERK III	9	11	+1		
4 CLERK IV	16	14	+1		
11 CLERK STENOGRAPHER I	2	7	+1		
12 CLERK STENOGRAPHER II	12	9	+1		
13 CLERK STENOGRAPHER III	13	12	+1		
21 CLERK TYPIST I	11	6	+1		
22 CLERK TYPIST II	71	8	+1		
23 CLERK TYPIST III	31	11	+1		
25 COMPOSING EQUIPMENT OPER I	1	11	+1		
35 OFFICE SERVICES ASST	1	15	+1		
142 PROGRAMMER I	2	17	+1	+1	
143 PROGRAMMER II	1	22	+1	+1	
153 PROGRAMMER ANAL II	2	25	+1	+1	
154 PROGRAMMER ANAL III	2	27	+1	+1	
164 SYSTEMS ANAL III	2	28	+1	+1	
167 MGR OF SYSTEMS ANALYSIS	1	31	+1	+1	
172 SYSTEMS PROGRAMMER I	1	25	+1	+1	
204 STOREKEEPER II	1	14	+1		
205 SUPPLY MANAGER I	1	18	+1		
237 PROCUREMENT OFCR II	1	25	+1	+1	
301 ACCOUNT CLERK I	1	7	+1	+1	
302 ACCOUNT CLERK II	7	11	+1		
305 AUDITOR I	2	20	+1		
306 AUDITOR II	1	25	+1		
311 ACCOUNTANT I	4	17	+1	+1	
312 ACCOUNTANT II	2	22	+1	+1	
321 CH ACCOUNTANT	1	27	+1	+1	
353 ACCOUNTING ANAL II	1	23	+1	+1	
354 ACCOUNTING ANAL III	1	27	+1	+1	
369 BUDGET ANAL II	2	22	+1	+1	
370 BUDGET ANAL III	1	27	+1	+1	
403 PERSONNEL OFCR III	1	29	+1	+1	+1
412 PERSONNEL ANAL II	2	22	+1	+1	
431 RESEARCH ANAL I	4	17	+1	+1	
432 RESEARCH ANAL II	2	21	+1	+1	
433 RESEARCH ANAL III	4	24	+1	+1	+1
451 PUBLIC INFORMATION SPEC I	2	17	+1		
452 PUBLIC INFORMATION SPEC II	1	19	+1	+1	
454 PUBLIC INFORMATION SPEC III	4	21	+1	+1	+1
458 PUBLIC INFORMATION OFCR	1	27	+1	+1	
461 ENVIRONMENTAL EDUC & INFO SPEC	1	21	+1		
481 TOURIST GUIDE	10	6	+1	+1	
482 TOURIST ASST	10	9	+1	+1	
498 EDITOR	2	23	+1	+1	
501 EXECUTIVE I	8	17	+1	+1	

525 PARKS BUSINESS MGR	1	23	+1	
526 MGMNT COOR ENVIRONMENTAL QUAL	1	30	+1	
552 MANAGEMENT ANALYSIS SPEC I	2	22	+1	+1
556 PLANNER I	6	21	+1	+1
557 PLANNER II	18	24	+1	+1
558 PLANNER III	16	27	+1	+1
559 PLANNER IV	1	31	+1	+1
627 PERSONNEL CLERK	1	14	+1	+1
692 TELECOMMUN TECH II	1	20	+1	+1
1051 GROUNDSKEEPER I	4	9	+1	
1052 GROUNDSKEEPER II	1	12	+1	
1202 HISTORIC SITE ADMSTR II	11	16	+1	+1
1203 HISTORIC SITE ADMSTR III	5	18	+1	+1
1204 HISTORIC SITE ADMSTR IV	2	20	+1	+1
1207 MUSEUM CURATOR	4	18	+1	+1
1209 CULTURAL RESOURCE PRES I	8	21	+1	
1210 CULTURAL RESOURCE PRES II	4	24	+1	
1211 CULTURAL RESOURCE PRES III	1	27	+1	
1214 HISTORIC SITES SECTION CH	1	27	+1	+1
1217 RESOURCE STEWARD	1	24	+1	
1218 CH NATURAL HISTORY PROGRAM	1	27	+1	+1
1222 CH PARK NATURALIST	1	24	+1	+1
1224 HORTICULTURIST SCC	1	20	+1	
1230 PARK SUPT I	1	14	+1	+1
1231 PARK SUPT II	24	16	+1	+1
1232 PARK SUPT III	14	18	+1	+1
1233 PARK SUPT IV	8	20	+1	+1
1234 PARK SUPT V	4	22	+1	+1
1235 ASST REGIONAL SPV	7	24	+1	+1
1236 REG SPV PARKS	3	26	+1	+1
1238 CAMP ADMSTR	1	20	+1	
1242 RECREATION PROGRAMS SPEC	1	24	+1	
1243 CH OF PARK RECREATION PLNG	1	26	+1	
1244 PARKS OPERATIONS OFCR I	1	24	+1	+1
1245 PARKS OPERATIONS OFCR II	2	27	+1	+1
1260 PARK NATURALIST I	1	15	+1	+1
1261 PARK NATURALIST II	9	18	+1	+1
1262 PARK NATURALIST III	5	20	+1	+1
1270 PARK RANGER I	7	16	+2	+1
1271 PARK RANGER II	6	19	+2	
1272 PARK RANGER III	3	22	+2	+1
1274 CH PARK RANGER	1	26	+2	
2002 CUSTODIAL WORKER II	1	6	+1	
2074 FOOD SERVICE HELPER II	1	6	+1	
4111 CHEMIST I	3	18	+1	
4112 CHEMIST II	3	21	+1	
4113 CHEMIST III	1	24	+1	
4609 ENVIRONMENTAL SECTION CH	15	30	+1	
4610 ENVIRONMENTAL PRGM DIR	4	32	+1	+1
4618 ENVIRONMENTAL SPEC I	22	17	+1	
4619 ENVIRONMENTAL SPEC II	35	21	+1	
4620 ENVIRONMENTAL SPEC III	24	24	+1	
4621 ENVIRONMENTAL SPEC IV	28	27	+1	
4624 ENVIRONMENTAL ENGR III	26	29	+1	
4625 ENVIRONMENTAL ENGR IV	7	32	+1	
4632 REG ADMSTR ENVIRONMENTAL QUAL	6	32	+1	+1
4646 WATER SPEC II	9	21	+1	
4647 WATER SPEC III	2	23	+1	
4650 LAND RECLAMATION SPEC I	3	20	+1	
4651 LAND RECLAMATION SPEC II	4	22	+1	

4652 LAND RECLAMATION SPEC III	3	24	+1		
4653 LAND RECLAMATION SPEC IV	3	27	+1		
4664 TECHNICAL INSTRUMENT SPEC II	5	17		+1	
4665 TECHNICAL INSTRUMENT SPEC III	2	22		+1	
4693 ENERGY ENGR TRNE	1	22	+1		
4694 ENERGY TECH	5	16	+1		
4695 ENERGY OFCR I	6	20	+1		
4696 ENERGY OFCR II	8	23	+1		
4697 ENERGY ENGR	2	28	+1	+1	
4698 ENERGY OFCR III	5	26	+1		
4699 ENERGY PROGRAM DIR	2	28	+1	+1	+1
4710 DRAFTER I	1	12	+1		
4711 DRAFTER II	2	17	+1		
4712 DRAFTER III	1	20	+1		
4716 ENGINEERING AIDE	3	10	+1		
4717 ENGINEERING TECH I	8	12	+1		
4718 ENGINEERING TECH II	6	17	+1		
4719 ENGINEERING TECH III	2	20	+1		
4724 DESIGN ENGR II	1	27	+1		
4725 DESIGN ENGR III	1	31	+1		
4735 ARCHITECT I	2	24	+2		
4736 ARCHITECT II	1	26	+2		
4737 ARCHITECT III	1	29	+2	+1	
4744 CAPITAL IMPROVEMENTS TECH	2	22	+1		
4758 LAND SURVEYOR II	2	28	+1		
4759 ST LAND SURVEYOR	1	32	+1	+1	
4761 CH ENGR DAM SAFETY	1	31	+1		
4762 GEOLOGIST I	1	22	+1		
4763 GEOLOGIST II	16	25	+1		
4764 GEOLOGIST III	9	27	+1		
4765 GEOLOGIST IV	7	30	+1		
4767 ASST ST GEOLOGIST	1	32	+1	+1	
4774 LANDSCAPE ARCHITECT I	2	20	+1		
4775 LANDSCAPE ARCHITECT II	2	22	+1	+1	
4777 CIVIL ENGR DAM SAFETY	2	29	+1		
4780 SOIL SCIENTIST I	1	17	+1		
4781 SOIL SCIENTIST II	7	21	+1		
4782 SOIL SCIENTIST III	5	24	+1		
4793 HYDROLOGIST I	1	22	+1		
4794 HYDROLOGIST II	2	25	+1		
6001 LABORER I	1	6		+1	
6002 LABORER II	2	9		+1	
6005 LABOR SPV	1	13		+1	
6011 MAINTENANCE WORKER I	1	13		+1	
6022 TRACTOR TRAILER DRIVER I	1	15		+1	
6031 AUTOMOTIVE MECHANIC	4	17		+1	
6033 AUTOMOTIVE EQUIP OFCR	1	23	+1	+1	
6040 BUILDING CONSTRUCTION WKR I	12	16		+1	
6041 BUILDING CONSTRUCTION WKR II	11	18		+1	
6042 BUILDING CONSTRUCTION SPV	2	20		+1	
6045 HEAVY EQUIPMENT OPERATOR	5	17		+1	
6046 HEAVY EQUIPMENT MECHANIC	2	20		+1	
6047 HEAVY EQUIPMENT SPV	2	21		+1	
6048 PARK MAINTENANCE WKR I	54	8		+1	
6049 PARK MAINTENANCE WKR II	78	11		+1	
6050 PARK MAINTENANCE WKR III	22	15		+1	
6087 ELECTRONICS TECH	1	18		+1	
6342 GRAPHIC ARTS SPEC II	4	15	+1		
6394 SIGN MAKER I	2	11		+1	
6395 SIGN MAKER II	1	15		+1	

Total classes affected by range reassignment is 167 with a total of 984 employees.

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AGENCY - DEPARTMENT OF PUBLIC SAFETY

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
4 CLERK IV	2	14	+1		
11 CLERK STENOGRAPHER I	1	7	+1		
12 CLERK STENOGRAPHER II	3	9	+1		
13 CLERK STENOGRAPHER III	5	12	+1		
21 CLERK TYPIST I	1	6	+1		
22 CLERK TYPIST II	15	8	+1		
23 CLERK TYPIST III	4	11	+1		
35 OFFICE SERVICES ASST	1	15	+1		
131 MINI-COMPUTER OPERATOR	1	11	+1		
152 PROGRAMMER ANAL I	1	22	+1	+1	
201 STORES CLERK	2	6	+1	+1	
202 STOREKEEPER I	1	11	+1		
204 STOREKEEPER II	2	14	+1		
302 ACCOUNT CLERK II	3	11	+1		
311 ACCOUNTANT I	4	17	+1	+1	
313 ACCOUNTANT III	1	25	+1	+1	
411 PERSONNEL ANAL I	1	17	+1	+1	
492 TRAINING TECH II	1	24	+1	+1	
493 TRAINING TECH III	1	27	+1	+1	
501 EXECUTIVE I	1	17	+1	+1	
527 FISCAL & ADMINISTRATIVE OFCR	2	25	+1	+1	
581 SPV OF VOLUNTEER SERVICES	3	16		+1	
2002 CUSTODIAL WORKER II	3	6	+1		
2003 CUSTODIAL WORK SPV	1	9	+1	+1	
2004 HOUSEKEEPER I	1	15	+1	+1	
2024 LAUNDRY WORKER II	1	6	+1		
2028 LAUNDRY MGR I	1	16	+1		
2061 COOK I	5	6	+1		
2071 DINING ROOM SPV	2	9	+1	+1	
2074 FOOD SERVICE HELPER II	5	6	+1		
4312 NURSING ASST II	6	9			+1
4317 LPN I GEN	3	11	+1		
4318 LPN II GEN	9	12	+1		
4319 LPN III GEN	19	15	+1		
4320 GRADUATE NURSE I	1	18	+2		
4321 GRADUATE NURSE II	1	20	+2		
4322 GRADUATE NURSE III	17	23	+2		
4323 GRADUATE NURSE IV	4	25	+2		
4324 GRADUATE NURSE V	3	26	+2		
4325 GRADUATE NURSE VI	3	28	+2		
4418 ACTIVITY AIDE I	3	6			+1
4419 ACTIVITY AIDE II	1	9			+1
4432 PHYSICAL THER II	2	24	+1		
4501 PHARMACIST	2	25	+1		
4515 PHARMACY ASST I	1	8	+1		
5026 RECREATION OFCR I	2	16	+1		
5278 CLINICAL CASEWORK ASST I	1	15	+1		

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AGENCY - DEPARTMENT OF SOCIAL SERVICES

CLASSES AFFECTED BY RANGE REASSIGNMENT RECOMMENDATIONS IN THE
PERSONNEL ADVISORY BOARD'S ANNUAL COMPENSATION REPORT FOR FISCAL YEAR 1990

CLASS INDEX# CLASS TITLE	# OF EMPLS (7/88)	RANGE (7/88)	PRIORITY RANGE REASSIGNMENTS		
			# 1	# 2	# 3
1 CLERK I	29	5	+1		
2 CLERK II	53	7	+1		
3 CLERK III	33	11	+1		
4 CLERK IV	41	14	+1		
11 CLERK STENOGRAPHER I	71	7	+1		
12 CLERK STENOGRAPHER II	189	9	+1		
13 CLERK STENOGRAPHER III	91	12	+1		
21 CLERK TYPIST I	476	6	+1		
22 CLERK TYPIST II	420	8	+1		
23 CLERK TYPIST III	118	11	+1		
25 COMPOSING EQUIPMENT OPER I	1	11	+1		
31 CLERICAL SERVICES SPV WELFARE	1	18	+1		
57 AUXILIARY EQUIPMENT OPER I	1	7	+1		
58 AUXILIARY EQUIPMENT OPER II	1	9	+1		
60 MAILING EQUIPMENT OPER	2	11	+1		
67 PHOTOGRAPHIC-MACHINE OPER	3	8	+1		
73 DUPLICATING EQUIPMENT OPER I	1	9	+1		
75 DUPLICATING EQUIPMENT OPER III	1	15	+1		
83 SWITCHBOARD OPER I	25	7	+1		
84 SWITCHBOARD OPER II	2	9	+1		
101 DATA ENTRY OPER I	3	7	+1		
104 DATA ENTRY SPV I	1	13	+1	+1	
118 DATA CONTROL CLERK I	1	7	+1		
119 DATA CONTROL CLERK II	3	11	+1		
122 EDP SCHEDULER	1	18			+1
124 COMPUTER SUPPORT SVCS SPV	2	21	+1		
132 COMPUTER OPER TRNE	1	8	+1		
133 COMPUTER OPER I	2	12	+1		
134 COMPUTER OPER II	8	16	+1		
135 COMPUTER OPER III	4	20	+1		
136 COMPUTER OPERATIONS SPV I	4	22	+1		
137 COMPUTER OPERATIONS SPV II	1	26	+1		
138 MGR OF DP OPERATIONS	1	29	+1	+1	
142 PROGRAMMER I	7	17	+1	+1	
143 PROGRAMMER II	4	22	+1	+1	
144 PROGRAMMER III	1	25	+1	+1	
151 PROGRAMMER ANALYST TRNE	1	19	+1	+1	
152 PROGRAMMER ANAL I	4	22	+1	+1	
153 PROGRAMMER ANAL II	18	25	+1	+1	
154 PROGRAMMER ANAL III	16	27	+1	+1	
155 PROGRAMMING ANALYSIS SPV	1	29	+1	+1	
156 MGR OF PROGRAMMING ANALYSIS	2	31	+1	+1	
163 SYSTEMS ANAL II	2	25	+1	+1	
164 SYSTEMS ANAL III	14	28	+1	+1	
173 SYSTEMS PROGRAMMER II	6	27	+1	+1	
175 TECHNICAL SUPPORT SPV	2	29	+1	+1	
176 MGR OF TECHNICAL SUPPORT	1	31	+1	+1	

181 DATA PROCESSING SPEC I	1	27	+1	+1
186 DATA BASE ADMSTR	1	31	+1	+1
197 DATA PROCESSING MGR I	1	32	+1	+1
201 STORES CLERK	5	6	+1	+1
202 STOREKEEPER I	2	11	+1	
204 STOREKEEPER II	1	14	+1	
236 PROCUREMENT OFCR I	3	22	+1	+1
243 OFFICE SERVICES COOR I	4	25	+1	+1
244 OFFICE SERVICES COOR II	2	27	+1	+1
301 ACCOUNT CLERK I	9	7	+1	+1
302 ACCOUNT CLERK II	20	11	+1	
305 AUDITOR I	17	20	+1	
306 AUDITOR II	3	25	+1	
307 AUDITOR III	2	28	+1	+1
311 ACCOUNTANT I	12	17	+1	+1
312 ACCOUNTANT II	12	22	+1	+1
313 ACCOUNTANT III	3	25	+1	+1
321 CH ACCOUNTANT	3	27	+1	+1
331 REIMBURSEMENT ADMSTR	1	29	+1	
336 MEDICAID REIMBURSEMENT TECH	1	20	+1	+1
337 MEDICAID REIMBURSEMENT SPEC	3	24	+1	+1
368 BUDGET ANAL I	1	17	+1	+1
369 BUDGET ANAL II	5	22	+1	+1
370 BUDGET ANAL III	1	27	+1	+1
371 BUDGET ANAL IV	1	31	+1	+1
383 FISCAL MANAGEMENT ADMSTR FS	1	30	+1	+1
401 PERSONNEL OFCR I	1	24	+1	+1
402 PERSONNEL OFCR II	2	27	+1	+1
403 PERSONNEL OFCR III	1	29	+1	+1
404 PERSONNEL OFCR IV	1	31	+1	+1
411 PERSONNEL ANAL I	3	17	+1	+1
412 PERSONNEL ANAL II	2	22	+1	+1
415 HUMAN RELATIONS OFCR I	1	23	+1	+1
416 HUMAN RELATIONS OFCR II	1	25	+1	+1
418 HUMAN RELATIONS OFCR IV	1	29	+1	
431 RESEARCH ANAL I	1	17	+1	+1
432 RESEARCH ANAL II	6	21	+1	+1
433 RESEARCH ANAL III	3	24	+1	+1
434 RESEARCH ANAL IV	2	27	+1	+1
443 RESEARCH MGR SS	1	29	+1	+1
454 PUBLIC INFORMATION SPEC III	3	21	+1	+1
491 TRAINING TECH I	2	21	+1	+1
492 TRAINING TECH II	7	24	+1	+1
493 TRAINING TECH III	1	27	+1	+1
501 EXECUTIVE I	6	17	+1	+1
502 EXECUTIVE II	4	21	+1	+1
516 BUSINESS MGR YS	4	22	+1	
539 ADMINISTRATIVE OFCR SS	2	26	+1	
552 MANAGEMENT ANALYSIS SPEC I	5	22	+1	+1
557 PLANNER II	3	24	+1	+1
558 PLANNER III	1	27	+1	+1
559 PLANNER IV	1	31	+1	+1
571 PROGRAM PLNG & EVAL SPEC III	1	29	+1	
627 PERSONNEL CLERK	6	14	+1	+1
692 TELECOMMUN TECH II	2	20	+1	+1
2024 LAUNDRY WORKER II	1	6	+1	
2061 COOK I	1	6	+1	
2074 FOOD SERVICE HELPER II	1	6	+1	
2105 DIETARY CNSLT	1	27	+1	
3005 ACADEMIC TEACHER I	2	16	+1	+1

3006 ACADEMIC TEACHER II	4	20	+1	+1
3007 ACADEMIC TEACHER III	18	22	+1	+1
3011 EDUCATION SPV I	3	25	+1	+1
3012 EDUCATION SPV II	1	27	+1	+1
3045 SPECIAL EDUC TEACHER I	5	17	+1	
3046 SPECIAL EDUC TEACHER II	3	21	+1	
3047 SPECIAL EDUC TEACHER III	10	23	+1	
3059 GUIDANCE CNSLR I	4	19	+1	+1
3072 VOCATIONAL TEACHER III	1	22	+1	
4312 NURSING ASST II	1	9		+1
4321 GRADUATE NURSE II	3	20	+2	
4366 INST ADVISORY NURSE II	48	22	+2	
4367 INST ADVISORY NURSE III	12	24	+2	
4368 INST ADVISORY NURSE IV	3	26	+2	
4369 INST ADVISORY NURSE V	1	27	+2	
4373 COMMUNITY HEALTH NURSE IV	4	24	+2	
4401 ASSOC PSYCHOLOGIST II	2	24	+1	
4504 PHARMACEUTICAL CNSLT	2	28	+1	+1
4523 NUTRITIONIST I	1	17	+1	
4535 RESIDENTIAL CARE FACILITY INSP	10	16	+1	+1
4612 ENVIRONMENTAL SANITARIAN I	5	17	+1	
4613 ENVIRONMENTAL SANITARIAN II	23	21	+1	
4614 ENVIRONMENTAL SANITARIAN III	7	23	+1	
4615 ENVIRONMENTAL SANITARIAN IV	1	25	+1	
4616 ENVIRONMENTAL SANITARIAN V	1	26	+1	
4643 ENGINEERING CHSLT	1	30	+1	
5027 RECREATION OFCR II	2	18	+1	
5032 OUTDOOR REHAB CNSLR I	5	20	+1	
5045 YOUTH FACILITY MGR I	13	22	+1	
5046 YOUTH FACILITY MGR II	5	24	+1	
5048 YOUTH FACILITY MGR IV	1	27	+1	+1
5054 JUVENILE TREATMENT COOR I	4	22	+1	
5057 ADMSTR SPECIAL PROGRAMS YS	1	31	+1	+1
5067 PROGRAM ADMSTR I	7	25	+1	
5068 PROGRAM ADMSTR II	3	27	+1	+1
5069 PROGRAM ADMSTR III	5	30	+1	+1
5076 YOUTH SPEC I	89	14	+1	
5077 YOUTH SPEC II	156	16	+1	
5082 REG FAMILY SPEC	8	22	+1	
5109 JUVENILE PLACEMENT OFCR I	24	20	+1	
5110 JUVENILE PLACEMENT OFCR II	3	22	+1	
5116 SOCIAL SERVICES TRNE CORR	4	16	+2	
5130 ALTERNATIVE SERVICES AREA SPV	27	21	+1	
5131 ALTERNATIVE SERVICES REG MGR	6	26	+1	
5132 ALTERNATIVE SERVICE ADMSTR	1	30	+1	+1
5134 ASST TO THE DIR AG	1	31	+1	+1
5135 PROGRAM PLANNING CNSLT AG	1	29	+1	+1
5136 DEP DIR MANAGEMENT SVCS AG	1	31	+1	+1
5139 AGING PROGRAM SPEC I	4	21	+1	
5140 AGING PROGRAM SPEC II	4	24	+1	
5141 AGING PROGRAM ADMSTR	1	26	+1	
5143 CHILD CARE LICENSING REP I	46	20	+1	
5144 CHILD CARE LICENSING REP II	7	22	+1	
5145 REG CHILD CARE SPV	3	24	+1	
5146 LICENSING PROGRAM SPEC	1	25	+1	
5148 ASST ST LICENSING SPV	1	27	+1	
5150 REHAB TEACHERS AIDE	1	9		+1
5151 REHAB TEACHER FOR THE BLIND	8	20	+1	
5153 REHAB TEACHER PRE-SCHOOL BLIND	2	20	+1	
5154 COOR SPECIAL SVCS TO THE BLIND	1	26	+1	

5156	MOBILITY SPEC FOR THE BLIND	3	22	+1		
5161	AREA COOR BUS ENTPRS BLIND	5	19	+1		
5167	REHAB CNSLR FOR THE BLIND II	18	20	+1		
5169	COOR PREVENTION OF BLINDNESS	1	24	+1		
5174	SPV BUSINESS ENTERPRISES BLIND	1	26	+1		
5176	ASST SPV BUSINESS ENTPRS BLIND	1	22	+1		
5179	FIELD OPERATIONS SPV BUR BLIND	1	29	+1	+1	
5180	ASST DEP DIR BUR FOR BLIND	1	30	+1	+1	
5183	ASST DEP DIR CHILDRENS SVCS	2	30	+1	+1	
5184	SOCIAL SERVICE SPV I	162	19	+1		
5185	SOCIAL SERVICE SPV II	15	21	+1		
5186	SOCIAL SERVICE SPV III	28	23	+1		
5188	SOCIAL SERVICE SPV V	9	27	+1	+1	
5191	CASE ANAL	53	18	+1		
5192	CASE ANALYST SPV I	11	20	+1		
5193	CASE ANALYST SPV II	3	23	+1		
5195	QUALITY CONTROL SPV	1	29	+1		
5199	SOCIAL SERVICE WORKER I	194	16	+1		
5200	SOCIAL SERVICE WORKER II	1131	18	+1		
5202	CASEWORKER	1701	16			+1
5208	COUNTY DIR I	28	19	+1	+1	+1
5209	COUNTY DIR II	53	21	+1	+1	+1
5211	COUNTY DIR III	23	23	+1	+1	+1
5212	COUNTY DIR IV	4	25	+1	+1	+1
5214	COUNTY DIR V	3	29	+1	+1	+1
5216	AREA DIR FS	6	31	+1	+1	+1
5217	ASST AREA DIR FS	18	27	+1		
5221	INCOME MAINTENANCE SPV I	197	19	+1		
5222	INCOME MAINTENANCE SPV II	1	21	+1		
5223	INCOME MAINTENANCE SPV III	28	23	+1		
5224	INCOME MAINTENANCE SPV IV	5	25	+1		
5225	INCOME MAINTENANCE SPV V	3	27	+1	+1	
5228	ASST DEP DIR INCOME MAINT	2	30	+1	+1	
5233	REG CNSLT RESID LCSNG UNIT	2	25	+1		
5234	ST SPV RESIDENTIAL LCSNG UNIT	1	27	+1		
5235	STAFF DEVELOPMENT SPEC I SS	21	22	+1		
5236	STAFF DEVELOPMENT SPEC II FS	1	24	+1		
5237	STAFF DEVELOPMENT SPEC III FS	4	26	+1		
5238	STAFF DEVELOPMENT SPV FS	2	27	+1		
5240	SOCIAL SERVICES CNTRCT ADMSTR	1	30	+1	+1	
5249	PROGRAM DEVELOPMENT SPEC	28	24	+1		
5254	PROGRAM MGR I AG	10	26	+1	+1	
5255	PROGRAM MGR II AG	1	28	+1	+1	
5256	PROGRAM MGR III AG	1	30	+1	+1	
5259	COMMUNITY SERVICES AIDE	21	7	+1		
5264	CHILD SUPPORT ENFORCE TECH	230	16	+1		
5266	MANAGEMENT SERVICES ADMSTR CS	2	31	+1	+1	
5267	ASST TO THE DIR CHILD SUPPORT	1	29	+1	+1	
5269	ENERGY ASSISTANCE PRGM ADMSTR	1	31	+1	+1	
5270	ASST TO THE DIR FS	2	32	+1	+1	
5271	DEP DIR MANAGEMENT SVCS FS	1	33	+1	+1	
5274	CHILD SUPPORT ENFORCE SPV I	41	19	+1		
5275	CHILD SUPPORT ENFORCE SPV II	7	21	+1		
5276	CHILD SUPPORT ENFORCE SPV III	7	23	+1		
5277	CHILD SUPPORT ENFORCE SPV IV	2	27	+1		
5278	CLINICAL CASEWORK ASST I	2	15	+1		
5284	CLINICAL SOCIAL WORKER I	1	20	+1		
5285	CLINICAL SOCIAL WORKER II	13	22	+1		
5309	FOOD ASSISTANCE PRGM ADMSTR	1	29	+1		
5327	MEDICAID MGR	1	28	+1	+1	

5329 MEDICAID UTILIZATION ADMSTR	4	30	+1	+1
5332 PROGRAM RELATIONS SPV	1	28	+1	+1
5334 CORRESPONDENCE & INFO SPEC I	5	20	+1	
5335 CORRESPONDENCE & INFO SPEC II	1	23	+1	
5337 CHILD PLACEMENT COOR FS	2	22	+1	
5340 MEDICAID TECH I	8	14	+1	+1
5341 MEDICAID TECH II	27	18	+1	+1
5342 MEDICAID SPEC	4	22	+1	+1
5344 ASST MEDICAID ADMSTR	6	25	+1	+1
5348 MANAGEMENT SERVICES ADMSTR MS	1	31	+1	+1
5352 SPECIAL PROJECTS COOR	2	24	+1	
5390 HEARINGS OFFICER	9	24	+1	
6001 LABORER I	14	6		+1
6011 MAINTENANCE WORKER I	7	13		+1
6012 MAINTENANCE WORKER II	8	16		+1
6014 MAINTENANCE SPV I	3	19		+1
6052 CARPENTER	1	17		+1
6066 PAINTER	1	17		+1
6343 GRAPHIC ARTS SPEC III	2	22		+1
6363 PHOTOGRAPHER	1	14	+1	+1
7332 EMERGENCY MGMNT OFCR III	1	23	+1	

Total classes affected by range reassignment is 248 with a total of 6,710 employees.

MISSOURI COORDINATING BOARD
JR HIGHER EDUCATION

Information
File

INFORMATION FILE
MISSOURI HIGHER EDUCATION AND LIBRARIES
PUBLISHED MONTHLY

September 29, 1988

**AVERAGE SALARIES FOR FULL-TIME FACULTY MEMBERS
FISCAL YEAR 1988**

Doctoral Institutions:*

	Prof	Assoc Prof	Asst Prof	Instructor	Lecturer	All Ranks
50 States & D.C.	52,950	38,040	32,050	23,000	26,770	41,780
Ill, Ind, Mich, Ohio, Wis	52,170	38,230	32,060	22,270	24,790	41,470
Ia, Kan, Minn, Mo, Neb, N.D., S.D.	46,910	35,010	30,170	21,920	19,950	38,390
University of Missouri - Columbia	44,606	34,004	30,363	22,315		36,590
University of Missouri - Kansas City	43,096	33,769	28,888	19,851		35,465
University of Missouri - Rolla	47,480	36,994	33,069	20,252		41,268
University of Missouri - St. Louis	44,480	33,548	30,074	31,683		35,668

Comprehensive Institutions:*

	Prof	Assoc Prof	Asst Prof	Instructor	Lecturer	All Ranks
50 States & D.C.	43,940	34,690	28,460	21,900	23,760	35,180
Ill, Ind, Mich, Ohio, Wis	41,260	34,130	28,580	22,870	22,170	33,930
Ia, Kan, Minn, Mo, Neb, N.D., S.D.	39,480	32,230	27,280	21,920	19,580	31,710
Central MSU	38,826	33,884	28,262	21,418	18,075	32,860
Northwest MSU	36,481	30,860	25,563	21,492		28,516
Southeast MSU	39,536	33,062	28,576	24,067		32,265
Southwest MSU	40,849	34,947	29,030	21,895	20,028	32,912
Northeast MSU	40,316	33,964	28,230	23,139	14,416	31,219
✓Lincoln University	31,988	25,995	22,884	19,797	16,700	24,072

Baccalaureate Institutions:*

	Prof	Assoc Prof	Asst Prof	Instructor	Lecturer	All Ranks
50 States & D.C.	37,890	30,410	25,410	20,980	22,990	30,050
Ill, Ind, Mich, Ohio, Wis	36,250	29,450	24,550	20,640	20,670	29,300
Ia, Kan, Minn, Mo, Neb, N.D., S.D.	34,120	28,380	24,150	20,850	29,910	27,790
Harris-Stowe SC	31,924	25,709	27,005	19,991		26,896
Missouri Southern SC	39,451	33,482	28,009	23,377		31,040
Missouri Western SC	39,054	33,161	27,492	22,238	17,692	30,627

*Includes public and private institutions.

Notes: (1) Missouri institutions' average salaries are from IPEDS salary data. Others are from AAUP salary survey as reported in Academe, Mar-Apr 1988.

(2) All salary figures are adjusted to a standard nine month work year and cover full-time members of the instructional staff on both 9-month and 11/12 month contracts, except those in preclinical and clinical medicine. "All ranks" represents institutional average faculty salary which may include staff without academic rank.

(3) The AAUP salary survey groups institutions into categories as follows: Category I (doctoral institutions), Category IIA (comprehensive institutions), and Category IIB (baccalaureate institutions). Each Missouri institution except UM-Rolla and UM-St. Louis is listed in this table in the same AAUP category as it was listed for the survey. UM-Rolla and UM-St. Louis are listed in the survey as category IIA institutions, but in this table have been listed with the other University of Missouri campuses.

HEALTH AND BEHAVIOR

REPORTS ON THE SCIENCES, PLUS EDUCATION, RELIGION AND LAW

From faculty to football coach

Here's how the average faculty salary compares to the base pay of the college's president and football coach at the largest public university in each state:

State	School	Faculty average	President	Football coach
Ala.	Auburn	\$34,100	\$110,000	\$90,000
Alaska	Alaska-Fairbanks	\$45,000	\$107,755	NP
Ariz.	Arizona St.	\$39,400	\$108,900	\$85,000
Ark.	Arkansas	\$34,700	\$83,555	\$71,531
Calif.	UCLA	\$50,800	\$83,555	\$71,531
Colo.	Colorado	\$39,500	\$92,000	\$85,000
Conn.	Connecticut	\$45,000	\$104,500	\$49,149
Del.	Delaware	\$36,800	\$110,000	U
D.C.	UDC	U	\$74,900	U
Fla.	Florida	\$39,900	\$113,420	\$82,500
Ga.	Georgia	\$38,400	\$109,700	\$83,500
Hawaii	Hawaii	\$37,800	\$95,000	\$72,012
Idaho	Boise St.	\$29,500	\$61,053	\$43,600
Ill.	Illinois	\$44,800	\$110,000	\$50,000
Ind.	Purdue	\$40,200	\$115,000	\$90,100
Iowa	Iowa	\$38,900	\$112,500	\$94,000
Kan.	Kansas	\$36,400	\$101,000	\$50,000
Ky.	Kentucky	\$37,100	\$84,000	\$79,000
La.	LSU	\$34,000	\$94,150	\$80,000
Maine	Maine	\$31,000	\$74,200	\$35,000
Md.	Maryland	\$40,100	\$101,000	\$85,800
Mass.	Massachusetts	\$44,500	\$92,279	\$47,000
Mich.	Michigan St.	\$39,200	\$99,800	\$100,000
Minn.	Minnesota	\$41,900	\$129,600	\$85,000
Miss.	Miss. St.	\$32,700	\$78,000	\$74,000
Mo.	Missouri	\$34,400	\$81,500	\$70,500
Mont.	Montana St.	\$31,400	\$73,250	\$42,000
Neb.	Nebraska	\$33,800	\$100,000	\$83,600
Nev.	Nev.-Las Vegas	\$36,900	\$112,000	\$60,000
N.H.	New Hampshire	\$35,300	\$75,550	\$44,630
N.J.	Rutgers-New Brunswick	\$45,400	\$100,000	U
N.M.	New Mexico	\$33,100	\$90,000	\$58,000
N.Y.	Albany St.	\$44,300	\$95,680	\$49,378
N.C.	N.C. State	\$38,100	\$97,725	\$82,950
N.D.	North Dakota	\$30,900	\$78,158	\$40,000
Ohio	Ohio State	\$42,700	\$119,260	\$87,120
Okla.	Oklahoma St.	\$31,900	\$92,000	\$60,000
Ore.	Oregon	\$32,800	\$86,400	\$68,000
Pa.	Penn. St.	\$37,100	U	\$100,000+
R.I.	Rhode Island	\$37,500	\$83,939	\$52,800
S.C.	S. Carolina	\$35,500	\$81,054	U
S.D.	S. Dakota St.	\$28,900	\$71,400	\$31,403
Tenn.	Tennessee	\$37,300	\$92,000	\$85,000
Texas	Texas	\$39,500	\$130,000	\$91,600
Utah	Utah	\$36,700	\$99,554	\$60,000
Vt.	Vermont	\$35,300	\$99,999	NP
Va.	Virginia Tech	\$41,400	\$85,621	\$84,500

Salaries are making better grades

By Pat Ordovensky
USA TODAY

It's the best year of the last 13 for people who teach at USA colleges.

Average salary for college faculty is up 5.9 percent from a year ago, 4 percent better than the inflation rate. It's their biggest "real" raise since 1971.

But it's good and bad news, says Iris Molitsky of the American Association of University Professors.

"Our purchasing power is still 10 percent less than it was in 1970," she says, "and inflation is starting to go up again."

The AAUP's annual survey of salaries on 1,875 campuses shows a faculty average of \$35,470. For full professors, it's \$45,530; associate professors, \$33,820; assistant professors, \$27,920; instructors, \$21,330; lecturers, \$24,930.

College teachers now have regained about half the loss they suffered when pay lagged behind the double-digit inflation of the '70s, says Hirschel Kasper, an Oberlin College economics professor who heads the AAUP committee conducting the survey.

"The continuing shortfall in salary levels has tried the patience of faculty," says Kasper in the report. "Decisions made now about proper salary levels" will determine the quality of teachers for the next decade, he says.

The survey also shows: Men are paid better than women at all faculty levels, but the gap widens at higher rungs of the ladder.

Raises average 6 percent at public colleges, 5.8 percent at independent private schools, only 5.1 percent on church-related campuses.

The five most generous public schools are five branches of the University of California.

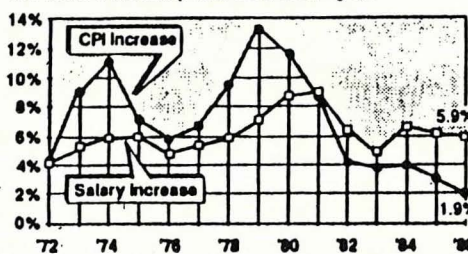
The top 10 by tuition costs

Which colleges cost the most to attend in 1986-87? The top 10:

Tuition, fees, room, board	
Bennington (Vt.)	\$18,950
Bernard (New York)	\$18,530
Sarah Lawrence (Bronxville, N.Y.)	\$18,385
MIT (Cambridge, Mass.)	\$18,150
Harvard/Radcliffe (Cambridge)	\$18,145
Yale (New Haven, Conn.)	\$18,145

Salaries vs. inflation

Faculty raises fell far behind the Consumer Price Index in the 1970s but recently have been catching up:



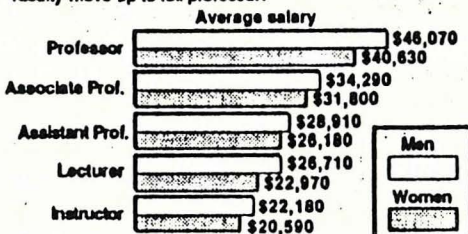
Best pay? Go West

College faculty on the West Coast average 36 percent better salaries than their colleagues in the Southeast. New England is the second-best place to teach.

Average salary	South Atlantic
Pacific	\$42,370
New England	\$38,490
Middle Atlantic	\$37,030
East N. Central	\$35,470
Mountain	\$33,820
West S. Central	\$32,880
West N. Central	\$31,990
East S. Central	\$31,130

Men make more

The gender gap, minimal at the instructor level, widens as faculty move up to full professor:



Source: American Association of University Professors

By Mercy Edroth Mullins, USA TODAY

Pacific: Alaska, Calif., Hawaii, Ore., Wash.
Mountain: Ariz., Colo., Idaho, Mont., Nev., N.M., Utah, Wyo.
West N. Central: Iowa, Kan., Minn., Mo., Neb., N.D., S.D.
East N. Central: Ill., Ind., Mich., Ohio, Wis.
Middle Atlantic: N.Y., N.J., Pa.
New England: Conn., Maine, Mass., N.H., Vt.
West S. Central: Ark., La., Okla., Texas
East S. Central: Ala., Ky., Miss., Tenn.
South Atlantic: Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.

Salaries by subject

Average salaries, by discipline, for full professors this year at USA colleges:

Average salary

	Avg. salary
Biology	\$46,536
Social sciences . . .	\$46,172
Psychology	\$46,168
Public affairs	\$45,392
Architecture	\$44,089
Area studies	\$43,292
English, literature . .	\$43,200
Foreign language . .	\$43,189

At the community level

Two-year colleges often pay well, too.

Salary ranges at community and junior colleges in the AAUP survey are as wide as at their four-year brethren, and almost as high.

In Alaska, where the cost of living is much higher than elsewhere in the USA, teachers at Kuskokwim Community College are paid an average \$35,700; at Anchorage Community College, \$43,000.

In the New York suburbs, Westchester Community College pays an average \$47,100; Nassau Community College averages \$43,000.

Teachers at California's Contra Costa Community College average \$44,100.

Among the best-paying two-year colleges is Hebrew Union, which doesn't take students until their junior year. Average pay on its three campuses (Los Angeles, Cincinnati, New York): \$31,800.

At the top of the heap

Here are the 10 best-paying public and private four-year colleges based on average salary for all faculty:

Public	Average salary
U. of Calif., San Francisco	\$55,900
U. of Calif., Berkeley	\$54,600
UCLA	\$50,800
U. of Calif., San Diego	\$50,500
U. of Calif., Santa Barbara	\$48,000
Rutgers (Newark, N.J.)	\$47,200
U. of Calif., Irvine	\$46,400
Calif. State, Sacramento	\$45,600
U. of Michigan (Ann Arbor)	\$45,600
Sonoma State (Calif.)	\$45,500
Private	Average salary
Cal Tech (Pasadena)	\$59,600
Stanford (Calif.)	\$58,000
Harvard (Cambridge, Mass.)	\$52,300
Hebrew Union (Cincinnati)	\$51,600
MIT (Cambridge, Mass.)	\$51,200
U. of Pennsylvania (Philadelphia)	\$49,700
U. of Chicago	\$48,900
Princeton (N.J.)	\$48,900
Columbia (New York City)	\$48,500
Yale (New Haven, Conn.)	\$47,900

At the bottom of the barrel

Here are the lowest-paying public and private four-year colleges, based on average salaries for all faculty:

Public	Average salary
Alcorn State (Lorman, Miss.)	\$20,800
Bluefield State (W.Va.)	\$23,200
Mississippi Valley State (Itta Bena)	\$23,200
Glenville State (W.Va.)	\$23,800
Lincoln U. (Jefferson City, Mo.)	\$24,000
U. of Maine (Fort Kent)	\$24,000
Indiana U. East (Richmond)	\$24,400
Northern Montana (Havre)	\$24,800
Mississippi U. for Women (Columbus)	\$25,000
West Virginia Tech (Montgomery)	\$25,000
Private	Average salary
Patten Bible (Oakland, Calif.)	\$11,100
Piedmont Bible (Winston-Salem, N.C.)	\$15,200
Jordan (Cedar Springs, Mich.)	\$15,700